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Governor Calls Housing Session

Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa.

-10

September, 1962



Robert W. Dowling



Earl B. Schwulst

First Order Is Contested

The first order issued by the Pennsylvania Human Relations Commission has been appealed and is scheduled for a hearing at the October 2 Session of the Dauphin County Court of Common Pleas in Harrisburg.

The order, issued after a public hearing in the case of Mrs. Jane McPherson vs. Connellsville Joint School Board, required the school board to hire Mrs. McPherson for the next English teaching vacancy and to take other action to comply with the Human Relations Act.

The Commission found that the school board had discriminated against Mrs. McPherson, a Negro, because of

her race in failing to hire her as a teacher.

In its findings of fact, the Commission noted that the qualifications of Mrs. McPherson as an English teacher were clearly superior to the qualifications of two teachers hired after Mrs. McPherson's application. It also cited other significant incidents to prove that Mrs. McPherson was not hired because of her race.

The school board contends that the Commission did not prove a case of racial discrimination.

The Court can affirm, modify or set aside the Commission's order, after which an appeal to the State Superior Court by either party is possible.

Addresses by two nationally-prominent bankers and housing experts will highlight a conference on "Equal Housing Opportunity" September 27 at the Sheraton Hotel in Philadelphia.

The conference was called by Governor David L. Lawrence to review achievements and to chart future progress in the area of fair housing practices.

Invitations from the Governor were sent to leaders of the housing industry, including developers, builders, real estate men and mortgage lenders, and to civic leaders interested in fair housing practices.

Featured speaker at the morning session of the conference will be Robert W. Dowling of New York City, President of City Investing Company and a nationally-known builder and real estate developer.

The luncheon address will be given by Earl B. Schwulst, Chairman of the Bowery Savings Bank of New York City and Chairman of the Commission on Race and Housing, which recently completed a monumental three-year study of racial discrimination in housing, under grants from the Fund for the Republic.

Presiding Chairman for the conference will be Dean Jefferson B. Fordham of the University of Pennsylvania Law School who also has served as President of the Philadelphia Housing Association.

Chairman of the conference arrangements committee is Attorney Walter Gay, Jr., of Philadelphia.

Attorney Gay is Chairman of the Pennsylvania Equal Rights Council (PERC) which is cooperating with the State Government in arranging the program for the conference.

Other members of the conference arrangements committee are Harry Boyer of Reading, Chairman of the Pennsylvania Human Relations Commission and President of the Pennsylvania AFL-CIO; Dr. George I. Evans of Harrisburg, Pennsylvania Council of Churches; Dr. Murray Friedman of Philadelphia, American Jewish Committee; Samuel I. Oshiver of Philadelphia, head of the architectural and engineering firm of Samuel I. Oshiver & Associates; Clarence

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PENNSYLVANIA STATE LIBRARY
DOCUMENTS SECTION

Preaching AND Practicing Utility Firm Hires Negro

Copies of the "Governor's Code of Fair Practices" which are posted in state government offices throughout the Commonwealth illustrate the fact that Governor David L. Lawrence wants the State to practice what it preaches.

The Code was proclaimed to insure non-discrimination in all areas of state government. It calls upon all State officials to recruit, hire and promote employees on the basis of ability, without regard to race, color, religious creed, ancestry, national origin, sex or age.

The Code also requires non-discrimination in the use of all State services and facilities, and directs State agencies to cooperate fully with the Human Relations Commission in carrying out the State's policy against discrimination.

Each State Department has appointed a liaison officer to work closely



with the Commission in making the Code effective.

Two Housing Hearings Ordered

The first public hearings to result from the year-old Fair Housing Law were ordered by the Commission at its August meeting.

Public hearings were authorized by the Commission in two cases in which it was unable to eliminate unlawful practices by means of conference and persuasion.

One of the two cases is that of Miss Viola L. Banton vs. Cottman Builder's Supply Company, Inc., and Alfred P. Orleans, individually and doing business as A. P. Orleans & Company.

Miss Banton, who resides at 1540 West Butler Street, Philadelphia, charged that the respondents refused to sell her a home in the Pennypack Gardens development in Northeast Philadelphia because of her race. Miss Banton is a Negro.

The other case is that of Mr. and Mrs. Arthur Chapman vs. East Coast Builders, Inc., a Massachusetts corporation registered to do business in Pennsylvania.

Mr. Chapman and his wife Helen are Negroes who live at 1910 West Venango Street, Philadelphia. They charged that the respondent refused to sell them a home in the Wethersfield Development in Northeast Philadelphia because of their race.

Simmons Appointed

Newest member of the Commission's professional staff is Edward R. Simmons, a field representative appointed in August. Mr. Simmons served for the past 19 years as executive director of the Crispus Attucks Community Center in York.

In 1958 Mr. Simmons received the highest national Boy Scout award—the Silver Beaver and Gold Scoutmaster Key—for 35 years of service to boys in York and, previously, in Flint, Michigan.

Employment of a Negro for the first time by a local public utility firm in Western Pennsylvania resulted from one of the employment cases adjusted recently by the Commission after conference and persuasion.

In such cases, where an unlawful practice is eliminated without any need for public hearings or other procedures, the names of the parties involved must be kept confidential by the Commission.

Another recent employment case involved a school district in Eastern Pennsylvania which was found to have given improper consideration to qualified Negroes who had applied for teaching positions during the 1961-62 school term. When advised of the district's shortcomings, the superintendent cooperated fully to correct the situation and offered a teaching position to a qualified Negro applicant.

The employment practices of a large distillery were changed as a result of another recent case to give Negro workers a chance for promotion to skilled jobs in the plant.

Another utility firm offered employment to a 42-year-old man as a result of an age case handled by the Commission. Although the firm had contended that the complainant was rejected because he was not a high school graduate, the notation "age against him" was found on the man's application form and a review of company records showed that younger men without diplomas were hired.

Governor Calls

(Continued from Page 1)

E. Pickett of Philadelphia, Executive Secretary Emeritus of the American Friends Service Committee; Attorney James H. Rowland of Harrisburg, President of the Dauphin County NAACP Branch; Mrs. Jonas Salk, Chairman of the Pittsburgh Commission on Human Relations; Rowland Sawyer of Pittsburgh, Housing Consultant, United Steelworkers of America; Joseph R. Stanton of Philadelphia, Catholic Interracial Council; and Harold L. Tweedy, President of the First Federal Savings and Loan Association of Pittsburgh.





Governor David L. Lawrence signs a copy of his proclamation designating January 1, 1963 as Emancipation Proclamation Day in Pennsylvania for Secretary of Property and Supplies Andrew M. Bradley, the grandson of a slave who became the first Negro cabinet member in Commonwealth history.

Rink, Motel, Tavern Sign

A skating rink, a motel and a tavern are under orders to serve all persons without discrimination as a result of action taken by the Commission in recent cases.

The Great Leopard Skating Rink of Chester agreed to admit Negro customers when its owners signed a consent order at a public hearing June 29 in Chester. The order provides that the skating rink will not maintain a policy of barring Negroes because of their race or color so long as it is operated as a place of public accommodation.

Complainants in the case were six Negroes: Charlotte Beverly, Louis T. Brown, Jr., Doreatha Charlton and Joanne Rico, all of Chester, and Christine Curtis and Betty Anne Lee, both of Swarthmore. They had charged both of Swarthmore.

Proprietors of the Red Run Lodge of Rouzerville agreed not to maintain a policy of barring Negroes, because of their race or color, according to a consent order announced July 17. Agreement on the order eliminated the need for a public hearing which had been scheduled for July 16 in Chambersburg.

A party of five persons, two of

them Negroes, had charged the Red Run Lodge with racial discrimination in refusing them lodging on the night of October 21, 1961.

The tavern under orders to serve Negroes in the future without discrimination is Paladin's Bar, also known as the Village Tavern, in Oakdale, near Pittsburgh.

In its order issued August 8, the Commission required the proprietor of Paladin's Bar to serve all customers without discrimination because of their race, color, religion, ancestry or national origin.

A public hearing had been ordered when the proprietor violated an earlier informal agreement to serve the public without discrimination. The hearing was cancelled when the proprietor consented to the entry of an order against him.

Such orders, the Commission noted, are enforceable by the courts should there be any violation of the Human Relations Act in the future.

The Commission's action in the case of Paladin's Bar was taken on the basis of a complaint filed by James Powell, Jr., a Negro, of Gromley Avenue, Oakdale.

Proclamation on Freedom Issued

A proclamation designating January 1, 1963 as Emancipation Proclamation Day was signed by Governor David L. Lawrence on August 31.

Governor Lawrence noted that the period from September 22, 1962 to January 1, 1963 marks the passing of one hundred years since President Abraham Lincoln announced his intent, and then signed the Emancipation Proclamation which brought freedom to four and one-half million ancestors of present-day Negro Americans.

Governor Lawrence's proclamation sets January 1, 1963 as a commemorative day on which the State rededicates itself to the application of the principles of freedom and justice under law, and urges citizens to pledge such further action that will make freedom for all a reality everywhere.

Present, in addition to Secretary of Property and Supplies Andrew M. Bradley and members of the Commission, were representatives of the Western Pennsylvania Research and Historical Society of Pittsburgh, the Dauphin County Branch of the National Association for the Advancement of Colored People and the Association for the Study of Negro Life and History of Philadelphia.

Liquor Board Warns Licensees

The Pennsylvania Liquor Control Board sent the following Bulletin, dated August 15, 1962, to all retail licensees:

"The attention of all licensees is specifically directed to the Pennsylvania Human Relations Act which requires that all places of public accommodation serve all patrons without discrimination because of race, color, religion, ancestry or national origin.

Violations of this Act and/or of Section 654 of the Penal Code, 'Discrimination on Account of Race and Color,' may lead to conviction and to sentences as great as Five Hundred Dollars (\$500.00) or ninety (90) days imprisonment. Conviction of any crime also subjects a licensee to possible citation by the Pennsylvania Liquor Control Board."

The Bulletin was distributed by the PLCB pursuant to a request of the Civil Rights Division of the Justice Department.

Commission Aid Pays Dividends

The Commission's educational program paid big dividends in the case of a Chester young lady who was encouraged to enter her school's Distributive Education Program.

Miss Annie Mae Mayo not only entered the DE program and was elected vice president of the Chester Chapter of the Distributive Education Clubs of America, but she went on to win the first national award ever received by a Pennsylvanian at the Distributive Education National Leadership Conference.

At this year's national conference in Chicago, Miss Mayo won first place in the public speaking contest, after qualifying in the regional and state contests.

Miss Mayo, a daughter of Mr. and Mrs. Vernel Mayo of 1417 Townsend Street in Chester, was assisted by the Chester Advisory Council to the Commission. When Miss Mayo told the Advisory Council in February 1961 that she was interested in retailing work, but did not know if the DE program was open to Negro students, the Council assured her that the program was open to all qualified students and continued to advise her with the result that Miss Mayo applied and was accepted in the program.

At Your Service

For further information on the program of the Commission, write, telephone or visit the office of the Commission nearest you.

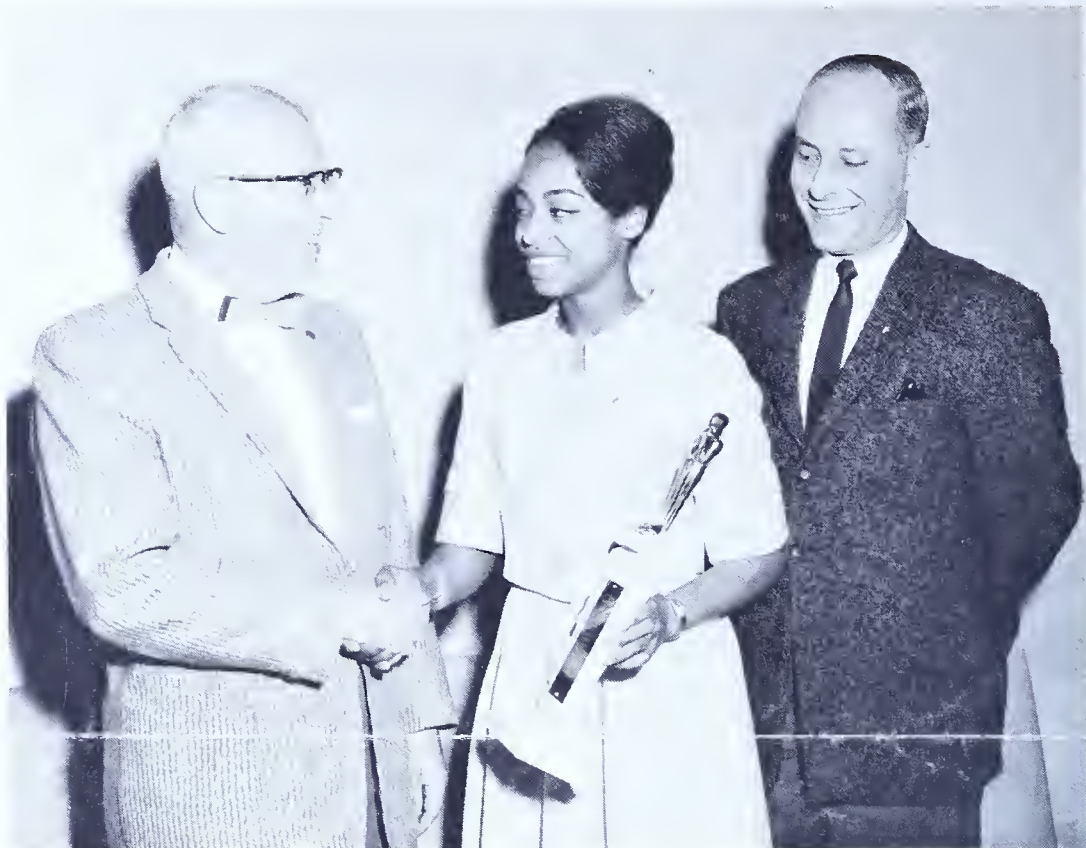
Offices of the Commission are located as follows:

HARRISBURG—1405 Labor and Industry Building, Cedar 8-5151, Ext. 3974.

PITTSBURGH—1508 State Office Building, 300 Liberty Avenue, EXpress 1-2100, Ext. 840.

PHILADELPHIA—1506 State Office Building, Broad and Spring Garden Streets, LOcust 8-4000, Ext. 8080.

CHESTER—619 Chester-Fidelity Building, 5th and Market Streets, TREmont 2-8685.



Miss Annie Mae Mayo of Chester, first Pennsylvanian to win an award at the Distributive Education National Leadership Conference, is congratulated in Harrisburg by Dr. George W. Hoffman, Deputy Superintendent of Public Instruction. At right is her teacher, Ray Schweet, coordinator of Distributive Education at Chester High.

Commission To Be Host in '63

The next Conference of Commissions on Human Rights will be held May 22-24, 1963, at the Penn-Sheraton Hotel in Pittsburgh, with the Pennsylvania Commission serving—for the first time—as host.

The organization is composed of 33 state and local commissions responsible for administering anti-discrimination laws.

A public banquet which annually highlights the three-day meeting of the group will be sponsored by the Pennsylvania Equal Rights Council (PERC).

The program for the 1963 session is being planned by a committee composed of the Pennsylvania, Washington and Minnesota Commissions.

These same three commissions, joined by the commissions of California, Kansas, Michigan, New York and Philadelphia, were named at the 1962 Conference to serve as an advisory council to the President's Committee on Equal Employment Opportunity.

The Pennsylvania Commission is chairman of the advisory council, which will suggest practical areas of cooperation between the state and

city commissions and the President's Committee.

Human Relations Report

Published quarterly by the Pennsylvania Human Relations Commission, a bi-partisan administrative unit in the Department of Labor and Industry, with offices in 1401 Labor and Industry Building, Harrisburg, Pennsylvania.

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A. Allen Sulcove, Secretary of Labor and Industry

David L. Lawrence, Governor

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Response to Teacher Guide 'Overwhelming'

"Overwhelming" is the only word adequate to describe the response to the publication of "Human Relations—Our Greatest Challenge, A Guide to Intergroup Education in Schools."

Although 50,000 copies of the new teaching guide were printed, the initial distribution of copies to school officials a few weeks ago resulted in orders for additional copies exceeding the remaining supply.

The guide was published by the Department of Public Instruction to show

The "Today" program on NBC-TV May 17, 1962 featured a discussion of the new teaching guide by Dr. Neal V. Musmanno, Deputy Superintendent and chairman of the Committee on Human Relations of the Department of Public Instruction.

teachers how to introduce more human relations ideas into their classroom work.

Suggestions are listed for carrying out projects in such classes as social studies, language, science, mathematics, art, music, health and physical education.

Helpful films, filmstrips, books, pamphlets and human relations agencies are listed at the end of the guide.

The Commission is proud to have played an active part in the cooperative project with the Department of Public Instruction which resulted in the success of the new guide.

Commission personnel who served on DPI's Committee on Human Relations, which developed the guide over a four-year period, are Chairman Harry Boyer, Executive Director Elliott M. Shirk, and Director of Education Richard B. Anliot, who served as the Committee's coordinating secretary.

The 57-page illustrated teaching guide also received active editing assistance from 161 educators and community leaders throughout the state.

"The specific purpose of the guide," according to Dr. Charles H. Boehm, Superintendent of Public Instruction, "is to aid teachers and school admin-

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Human Relations Report

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December, 1962



Better human relations in Pennsylvania's schools is the topic of this shirt-sleeved foursome on the eve of the recent Education Congress. Holding a copy of the new teaching guide on intergroup education (third from left) is Dr. Dan Dodson of New York, who was a principal speaker at the Congress. Others (left to right) are Ercell I. Watson, Director, Environmental Enrichment Programs, Department of Public Instruction; Warren E. Ringler, Director, Executive Office, Department of Public Instruction, and Richard B. Anliot, the Commission's Director of Education.

6,234 Non-Whites Employed By State, Survey Reveals

The Commission recently completed and announced the results of a survey of all non-white employees in State government.

The unique survey was made as the initial step in a program to determine from year-to-year where the State itself stands in practicing fair employment.

The total number of non-whites employed by the State (as of September 15, 1962) was 6,234. The total number of State employees was reported as 81,290.

The Commission found that a total of 150 non-whites earned salaries of \$7,000 or higher as supervisors, technical and professional employees.

The survey covered all Executive departments of State government, including boards, commissions and authorities. It did not cover the Legislative and Judicial branches.

Executive Director Elliott M. Shirk said the survey provides a milestone from which to gauge progress in equal employment opportunity in the future.

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Response to Teacher Guide

(Continued from Page 1)

istrators in their efforts to teach children the attitudes, understandings and skills essential to friendly and democratic relations between persons of diverse races, religions, national origins and socio-economic status in our own communities, state and nation."

The guide is designed for use in each subject area of the school curriculum and extracurricular activities, from kindergarten through the elementary and secondary grades.

Included in the guide is a compilation of practical teaching techniques, aids and learning activities for each of the major subject areas studied.

The annual Education Congress, held in October, featured a discussion of the new teaching guide and of DPI's additional efforts to implement the teaching of intergroup education.

The Congress keynote address was given by Dr. Dan Dodson, Director of New York University's Center for Human Relations and Community Studies.

Dr. Dodson paid tribute to Pennsylvania educators for developing the teaching guide on intergroup education, calling the publication "a milestone in democratic education."

Dr. Dodson told the assembled educators that America faces a two-fold responsibility in race relations.

"In the first place," he said, "we have to remove the prejudices which are part and parcel of the heritage. We must lead youths to examine the inculcations they received in childhood against their altered experience, and against the acquired insights which science has provided."

The second, he said is that of dealing with injuries suffered by minority group persons because of past conditions. Educators, he said, must learn how to unlock the doors to the pent-up creativeness of children who have been stunted by slum life and discrimination.

2 Laws Administered

Laws administered by the Commission are the Human Relations Act, which includes employment, housing and public accommodations provisions, and the Fair Educational Opportunities Act, on higher education.



A chapter heading from "Human Relations—Our Greatest Challenge, A Guide to Intergroup Education in Schools."

2 Housing Cases Result in Orders to Sell to Negroes

The Commission recently issued orders in two housing cases.

The orders were issued after each of the respondents waived a public hearing and agreed to the entry of an order in the case.

In one case, Cottman Builder's Supply Co., Inc., and Alfred P. Orleans, individually and doing business as A. P. Orleans & Co., were ordered to sell a house in Northeast Philadelphia to a Negro complainant.

The complainant, Miss Viola L. Banton of Philadelphia, had charged that she was refused an opportunity to buy a house in the Pennypack Gardens development because of her race.

In the second housing case, the Commission ordered Herman Glazer, a Philadelphia builder, and Alfred Stiscia, a Chester real estate broker, to sell a home in the Coburn Farms development in Brookhaven, Delaware County, to a Negro family.

Mr. and Mrs. Weldon Robinson, Jr., of Darby, had filed a complaint charging that they were refused an opportunity to buy a house in the Coburn Farms development because of their race.

In each case, the respondents also were required to issue instructions to managers, agents, representatives and employes, explaining the requirements of the Pennsylvania Human Relations Act and advising each person of his individual responsibility for compliance with the law.

6,234 Non-Whites Employed by State

(Continued from Page 1)

Mr. Shirk said the results of the survey also will guide each department and agency in examining its own personnel procedures for possible self-improvement.

Mr. Shirk stressed, in announcing the survey results, that the Commission is not pushing for any certain quota of non-whites in each agency or in overall state employment. He explained:

"The key to the employment of non-whites—in private industry as well as in government—is the ability of the individual."

'Fairness in Housing' Issued

Newest item in the Commission's kit of educational tools is a pamphlet entitled "Fairness in Housing."

The two-color, 8-page pamphlet is designed to help white residents of Pennsylvania understand the Fair Housing Law.

The Commission has found that there is a great deal of misunderstanding about the sale and rental of housing on a non-discriminatory basis.

The purpose of "Fairness in Housing" is to dispel some of this misunderstanding. It presents facts to refute many of the more common rumors and myths.

Chapter titles in the new pamphlet include: "Why Minority Group Families Are House Hunting," "The Effect of Minority Families in Your Neighborhood," "When a Minority Family Moves to Your Neighborhood," "Practical Things You Can Do" and "When You Sell Your House."

Organizations may obtain copies of "Fairness in Housing" for distribution to their members by writing or visiting any Commission office.

At Your Service

For further information on the program of the Commission, write, telephone or visit the office of the Commission nearest you.

Offices of the Commission are located as follows:

HARRISBURG—1405 Labor and Industry Building, Cedar 8-5151, Ext. 3974.

PITTSBURGH—1508 State Office Building, 300 Liberty Avenue, EXpress 1-2100, Ext. 840.

PHILADELPHIA—1506 State Office Building, Broad and Spring Garden Streets, LOcust 8-4000, Ext. 8080.

CHESTER—619 Chester-Fidelity Building, 5th and Market Streets, TRemont 2-8685.



Miss Evelyn Johnson holds a framed copy of the proclamation designating November 8, 1962 as "Operation Opportunity Day" in Chester. Councilman Clarence Smedley (right) makes the presentation. At left is Andrew T. Hatcher, White House Associate Press Secretary, who was guest speaker at the Operation Opportunity Reunion. In foreground is Attorney General David Stahl.

'Operation Opportunity' Reunion Held in Chester

Young people who have been helped by the Commission's Chester Advisory Council held an "Operation Opportunity Reunion" November 8 in the Chester YMCA.

More than 200 persons attended the dinner-dance and heard guest speaker Andrew T. Hatcher, White House Associate Press Secretary, say that "here in Chester you have found a way to move forward."

Mr. Hatcher said that "the Negro youth of the nation must learn, as those in Chester have, that they are competing not just against Negro youth, but against all youth—and they must be the best."

The entire program was planned and carried out by the young people who have secured responsible jobs, taken civil service tests, received pre-employment job experience and counseling, or sought further education as a result of "Operation Opportunity."

Merit Awards were presented to Governor David L. Lawrence; Secretary of Property and Supplies Andrew M. Bradley; Mayor Joseph L. Eyre of Chester; Milo A. Manly, Deputy Director of the Commission; John W.

Flamer, Supervisor of the Commission's Harrisburg Regional Office; W. Norman Watts, Commission Field Representative assigned to the Chester Project; and Dr. Nathan V. Plafker, Chairman of the Chester Advisory Council.

Miss Evelyn Johnson was general chairman for the reunion program, while Miss Edna Allen served as mistress of ceremonies.

Musical numbers were presented by the 100-voice Chester High School concert choir.

Commission Executive Director Elliott M. Shirk underscored the significance of the occasion with the comment that "it has not been easy to demonstrate that it is feasible to conduct an affirmative educational program comparing favorably with the necessary compliance and investigatory work of the Commission."

However, he added: "The Chester Advisory Council and the splendid young people who worked with it proved that an imaginative educational project can produce practical results of importance. This is an accomplishment in which we take great pride."



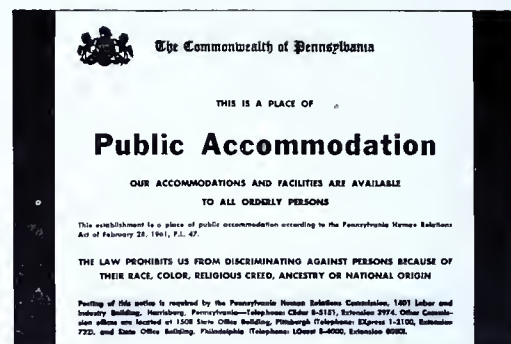
Tavern Told: Serve Negroes

The owner of a tavern in Chambersburg recently was ordered by the Commission to stop his practice of refusing to serve Negroes because of their race.

The Commission's order was issued after a public hearing in the case of Thomas S. Armstrong vs. Edward L. Bell, Jr., individually and doing business as Ed Bell's Tavern.

The Commission also ordered Mr. Bell to stop using the expression "You have already had enough to drink" as an excuse for refusing to sell alcoholic beverages to the complainant and to other Negroes because of their race.

The findings of fact in the case show that on three separate occasions the respondent refused to serve alcoholic beverages to Negroes on the



ground that they already had enough to drink, and that this constituted a device, trick or excuse for refusing to serve such individuals because they are Negroes.

One of the Negroes who was denied service in the tavern after being told that "You have already had enough to drink" is a Field Representative of the Commission who had not in fact had any alcoholic beverage whatsoever before entering the tavern.

At the public hearing, the respondent offered no defense and called no witnesses in any attempt to deny the facts presented by the Commission. Instead, the respondent alleged errors in the conduct of the hearing and argued that the Pennsylvania Human Relations Act is unconstitutional.

The respondent is appealing the decision in the case.

Kennedy Order Aids State Law

President Kennedy's order outlawing discrimination in federally-assisted housing is not expected to change the housing picture much in Pennsylvania, where nearly all of the housing covered by the executive order already is regulated by the State's Fair Housing Law.

The President's order applies to homes and apartments built and sold as a result of mortgages insured by the Federal Housing Administration (FHA) and guaranteed by the Veterans Administration (VA).

Also affected by the order are housing units owned by the federal government, and housing built as a result of slum clearance and urban renewal programs.

However, the Commission believes that the new order will bolster the Pennsylvania Law by showing citizens that non-discrimination in housing also is the policy of the federal government.

Desegregation Is Discussed

“Will Philadelphia Desegregate?” was the topic of a meeting November 21 at which Commission Executive Director Elliott M. Shirk was a speaker.

Mr. Shirk commented on the findings of the Philadelphia Commission on Human Relations in its survey of the non-white population of that city, and on the implications for the State's Fair Housing Law.

George Schermer, Executive Director of the Philadelphia Commission, told representatives of the city's intergroup relations agencies, housing industry and news media that Greater Philadelphia is becoming a more racially segregated community every year.

ABC's of Housing

The ABC's of Pennsylvania's Fair Housing Law are summed up in a Commission pamphlet titled "Fair Housing Rights in Pennsylvania."

Interested persons and organizations may secure copies of the pamphlet by contacting any office of the Commission.

Property Value

"Property Values and Race" is the title of a new 16mm film being distributed by the Commission in the educational program dealing with the Fair Housing Law.

“Property Values and Race” is available for free loan to interested organizations in Pennsylvania. Its use may be arranged through contact with any of the Commission’s offices.

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David L. Lawrence, Governor

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William M. Cousins (right), the Commission's Director of Housing, is shown with several members of the Greater Wilkes-Barre Real Estate Board. They are (left to right) Robert W. Laux, vice president; Miss Pearl Kauffman, and J. Traver Nobel, arrangements chairman.



Field Representative Francis Bonner (standing right) is shown with other speakers and officers of the Upper Merion Fair Housing Council. Seated (left to right) are Rev. Paul Stagg, Council chairman; Claire Thomson and Dr. Gerald Manus. Standing with Bonner is Ernest Bouey.

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Housing Help Is Requested By Industry

Housing industry groups in Pennsylvania are making greater use of the consultant services of the Commission.

Real estate brokers, homebuilders and mortgagors in the Erie, Wilkes-Barre and Philadelphia Main Line areas recently held meetings at which the speaker was William M. Cousins, the Commission's Director of Housing.

The meeting in Erie attracted builders, real estate men and officials of lending institutions. Present also were the Mayor of Erie and Commissioner Edward G. Petrillo, Esq., of Erie.

In the Wilkes-Barre area, Mr. Cousins was a guest at a luncheon meeting of the Greater Wilkes-Barre Real Estate Board.

The meeting of the Main Line Board of Realtors at the Overbrook Golf Club attracted about 120 members of the group and was, according to officers of the Board, the best-attended meeting of the group in many years.

Civic groups also have stepped up their requests for speakers and other assistance from the Commission in recent months.

One of the largest such meetings was addressed by Francis Bonner, a field representative in the Commission's Philadelphia Regional Office.

He talked to more than 150 persons who attended a meeting of the Upper Merion Fair Housing Council, which was formed to support and encourage freedom of residence in Upper Merion Township for all persons, without regard to race, religion or national origin.

City Ordinance Proposed

A fair housing ordinance was introduced in Philadelphia City Council on March 8. The provisions of the proposed ordinance generally parallel the State Fair Housing Law. The city ordinance would be administered by the Philadelphia Commission on Human Relations.

Advisors Busy in 4 Cities



Rev. Father Philip P. Saylor

Employers Get New Rule on Record Keeping

A new regulation on the keeping of employment records was put into effect by the Commission on January 1.

Employers subject to the Pennsylvania Human Relations Act now are required to preserve records on the employment, transfer, promotion and dismissal of individuals for 120 days following the termination of such employment.

The application - for - employment forms filled out by unsuccessful job applicants also must be retained by these employers for 120 days following the date of filing.

In the case of an employer charged with discrimination in employment, he is required, upon notice from the Commission, to retain specified employment records until the final disposition of the complaint.

The new regulation replaces and rescinds a previous ruling that required the retention of employment records for a period of three years.

(Mimeograph copies of the new regulation are available now. The new ruling will be incorporated into the Commission's booklet of regulations in the next revision and printing.)

Four Advisory Councils to the Commission are carrying on active programs in the cities of Chester, Johnstown, McKeesport and York.

Chester Advisory Council celebrated its 4th anniversary with a dinner December 27th which was addressed by Mayor Joseph L. Eyre.

Johnstown Advisory Council has a new chairman in the person of Rev. Father Philip P. Saylor, who is assistant pastor of Our Mother of Sorrows Church and a member of the Council since October 1959. He succeeded Rev. James N. Zeigler, who moved from Johnstown.

Four new members of the Johnstown Council are Rev. John D. Ellis, pastor of Moxham Colonial Church of the Brethren; Saul Griffin, steelworker and former president of the Johnstown NAACP Branch; John D. Hesselbein, photographer and civic worker, and Rabbi Leonard Winograd, spiritual leader of Beth Zion Temple.

Members reappointed to the Johnstown group are Mrs. R. Brett Kranich, a former member of the Pittsburgh FEPC agency, and Edward B. Austin, a steelworker and civic worker.

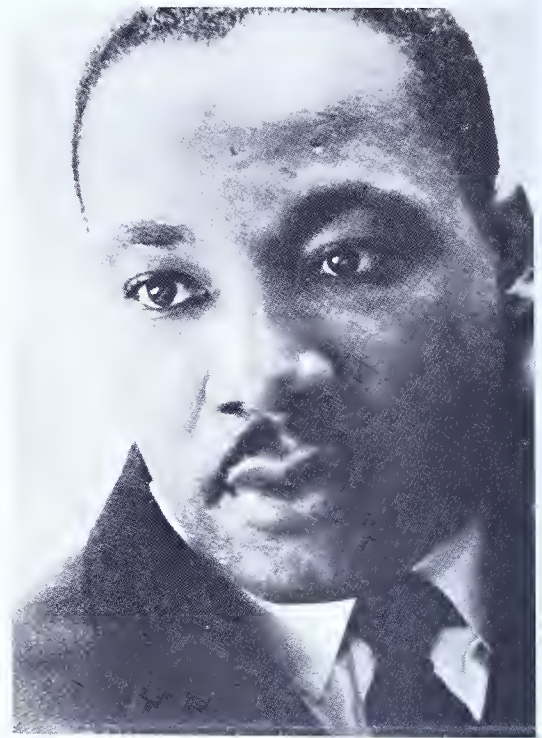
McKeesport Advisory Council has two new members. They are Mrs. Herbert J. Langhart, a civic worker and member of the Human Relations Committee of McKeesport YWCA, and Robert Cox, president of Cox's Retail Stores and an active McKeesport business leader.

Two members of the McKeesport Council recently reappointed are Dr. A. R. Henderson, a physician and past president of the McKeesport NAACP Branch, and Rev. Bruce W. Thieleman, pastor of First Presbyterian Church in McKeesport.

York Advisory Council sponsored a Brotherhood Week program on February 21 which attracted about 125 persons. The speaker was Rev. Leon Sullivan, pastor of Zion Baptist Church in Philadelphia and a nationally known leader in the fight against juvenile delinquency.

Higginbotham Resigns

Attorney A. Leon Higginbotham, Jr., of Philadelphia resigned from the Commission following his appointment as a member of the Federal Trade Commission in Washington.



Dr. Martin Luther King

Dr. M. L. King To Address State Session

Dr. Martin Luther King will be the main speaker at the 15th annual Conference of Commissions for Human Rights.

The Pennsylvania Human Relations Commission will be host for this year's meeting, to be held May 22-24 at the Penn-Sheraton Hotel in Pittsburgh.

Dr. King, president of the Southern Christian Leadership Conference, is the spiritual leader of the non-violent movement to achieve racial justice in America.

The speech by Dr. King will highlight a banquet to be held the evening of the opening day of the conference.

Commission Meets With U. S. Agency

Plans for cooperative action against civil rights violations were made January 22 in Pittsburgh at a joint meeting of the Commission and the Pennsylvania Advisory Committee to the U. S. Civil Rights Commission.

Among the topics discussed in which it was agreed that joint action is possible were discrimination in public health facilities, fair housing practices and equal opportunities in education.

Sailor in Philippines Writes for Job Help

"You may be surprised, but as far away as here, the Philippine Islands, the Pennsylvania Human Relations Commission is very well known by and highly recommended by many people."

This statement is part of a letter received recently by W. Norman Watts, the Commission field representative assigned to work with the Chester Advisory Council on "Operation Opportunity."

The letter begins:

"My name is Hollis E. Johnson and I am a graduate of Chester High School. I'm presently in the United States Navy and I'm due for discharge in the month of September 1963."

The sailor's letter continues:

"The main purpose of my letter is to ask you and the Pennsylvania Human Relations Commission for help in starting the future for myself and my family. The main help I'll need after getting discharged from the Navy is finding work and a sound income. I have many plans for the future and



Hollis E. Johnson

I know that all along I'll need help. One plan I have, which almost takes top priority, is to further my education the best way possible."

Mr. Johnson states that he is engaged in Navy construction work and has served as an air conditioning mechanic and as a boilerman. He said he also has received training in such things as water treatment, plumbing and installation, and fuel distribution, storage and testing.

The parents of Mr. Johnson live at 1315 Atwell Street in Chester, while his wife and son reside at 116 Nyack Avenue in Lansdowne.

"I'm willing to work and learn as much as I can on any job I undertake," Mr. Johnson wrote, "more so because I'm hungry for knowledge and a sound future for my family."

The answer to this letter is obvious:

Request granted, Mr. Johnson. You can count on help from the Commission, from Mr. Watts, from members of the Chester Advisory Council, and, it seems likely, from a good many other citizens of the Chester area who admire the kind of ambition and spirit demonstrated in your letter.

New Staff Join Commission In 3 Offices

Additional field representatives were assigned recently to the Commission's three regional offices.

The new staff members are Russell B. Barbour and Edward H. Jones, assigned to the Philadelphia Regional Office; Edmon Davis, Jr., Clarence R. Jones and Richard A. Mellick, assigned to the Pittsburgh Regional Office; and Wilbert F. Singleton, assigned to the Harrisburg Regional Office.

Barbour served during the past three years as minister of Grace United Church of Christ in Easton and as chairman of the Easton-Philipsburg Area Human Relations Commission. Edward Jones formerly was employed as a special agent in the Civil Rights Division of the State Justice Department.

Davis was employed during the past four years as a caseworker with the Allegheny County Board of Assistance. Clarence Jones previously was employed by the State Bureau

Stakes High As Courts Take Airline, Fair Housing Cases

May an airline refuse to obey a state fair employment practice law because of its interstate character?

This is the issue in the case of Continental Airlines vs. Colorado Anti-Discrimination Commission, which has been appealed to the U. S. Supreme Court.

The airline refuses to hire a Negro pilot, because of his race, in violation of the Colorado FEPC law.

Inasmuch as the court's decision in the Colorado case will vitally affect the jurisdiction of other state anti-discrimination agencies, the Pennsylvania Commission—through the State's Attorney General—filed a

of Rehabilitation and the Philadelphia Commission on Human Relations. Mellick worked for the past three years for the State Department of Public Welfare.

Singleton retired from the U. S. Army last July after 20 years of service that included duty as Assistant Provost Marshal of the New England Military Police Area.

"friend of the court" brief with the high court.

The Commission also acted similarly in two cases now before the Allegheny County Common Pleas Court in which the constitutionality of the Pittsburgh Fair Housing Law is challenged.

These are the cases of Stanton Land Company vs. City of Pittsburgh and the Pittsburgh Commission on Human Relations, and Emmett F. Woods vs. Abromats.

Housing Film Added

"All the Way Home" is the title of a housing film added recently to the Commission's library of films that are available for showing throughout Pennsylvania.

The 30-minute sound film shows what happens when a Negro family looks at a house for sale in an all-white neighborhood. The attitudes and reactions of the seller, neighbors, the real estate broker, the banker and the minister are vividly portrayed.



The publication that won a Freedoms Foundation award for the Department of Public Instruction is looked over (left to right) by Elliott M. Shirk, Commission Executive Director; Dr. Charles H. Boehm, Superintendent of Public Instruction; Dr. Neal V. Musmanno, Deputy Superintendent of Public Instruction, and Richard B. Anliot, the Commission's Director of Education.

Guide Wins Freedom Award

The Department of Public Instruction has received a 1963 award from the Freedoms Foundation at Valley Forge for its new curriculum guide on human relations.

The publication, entitled "Human

Relations—Our Greatest Challenge, A Guide to Intergroup Education in Schools," received the George Washington Honor Medal Award in the Government Agency Category "Responsible Citizenship" Program.

The new guide was published last year by the Department's Committee on Human Relations, whose membership includes representatives of the Pennsylvania Human Relations Commission, educators and community leaders.

Dr. Neal V. Musmanno, Deputy Superintendent of Public Instruction, serves as chairman of the DPI Human Relations Committee. Richard B. Anliot, Director of Education for the Pennsylvania Human Relations Commission, serves as coordinating secretary of the Committee.

Other Commission personnel who helped in the development of the guide over a four-year period are Chairman Harry Boyer and Executive Director Elliott M. Shirk.

Mrs. Dean Resigns Job

A recent departure from the staff of the Commission is that of Mrs. Marjorie H. Dean, who resigned from her job as a field representative to accept a position as executive director of the Crispus Attucks Community Center in York.

The Dixie Inn Gets An Order

The Dixie Inn, a tavern in Ambridge, has received an order from the Commission to serve Negro patrons without discrimination.

The order was issued after the proprietor of the tavern waived a public hearing in the case.

The order requires the tavern to furnish equal and unsegregated service to the complainant, Edward Surgest of Coraopolis, and to other Negroes.

Proprietor Salvatore Russo also was ordered to furnish service and alcoholic beverages to Negro customers at the same rates as those furnished to white customers.

Mr. Surgest had charged in his complaint that he and three other Negroes were served in the Dixie Inn on August 1, 1962, but were charged excessively at \$1 and \$1.25 per bottle of beer.

Mayor Walter Panek of Ambridge, also a respondent in the case, was ordered to cease and desist from advising, threatening or otherwise indicating to Negroes that their patronage at the Dixie Inn is unwelcome, objectionable or not acceptable because of their race.

At Your Service

For further information on the program of the Commission, write, telephone or visit the office of the Commission nearest you.

Offices of the Commission are located as follows:

HARRISBURG—1405 Labor and Industry Building, Cedar 8-5151, Ext. 3974.

PITTSBURGH—1508 State Office Building, 300 Liberty Avenue, EXpress 1-2100, Ext. 840.

PHILADELPHIA—1506 State Office Building, Broad and Spring Garden Streets, LOcust 8-4000, Ext. 8080.

CHESTER—619 Chester-Fidelity Building, 5th and Market Streets, TREmont 2-8685.

Human Relations Report

Published quarterly by the Pennsylvania Human Relations Commission, a bi-partisan administrative unit in the Department of Labor and Industry, with offices in 1401 Labor and Industry Building, Harrisburg, Pennsylvania.

Harry Boyer, Chairman
Rev. James B. Cayce
Samuel H. Daroff
Matthew H. McCloskey, III
Edward G. Petrillo, Esq.
Dr. Jesse D. Reber
Mrs. Florence S. Reizenstein
Joseph X. Yaffe, Esq.

Elliott M. Shirk, Executive Director

William P. Young, Secretary of Labor and Industry

William W. Scranton, Governor

Somber Warning Given Nation

Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa

June, 1963

A somber warning that America must bring a quick end to racial discrimination or face major violence closed the 15th Annual Conference of Commissions for Human Rights May 24 in Pittsburgh.

The Pennsylvania Commission was host to the meeting of 34 city, state and Canadian anti-discrimination agencies which make up the conference. It was assisted by the Pittsburgh Commission on Human Relations and the Pennsylvania Equal Rights Council.

The warning was given by Attorney Kenneth A. MacDonald, Chairman of the Washington State Board Against Discrimination, who said "we can't have violence in one city and not have it spread to other cities."

Attorney MacDonald said that commissions must become the "architects and engineers" of a new social order to help save the nation from violence and the destruction of our democratic system.

A dramatic account of the Birmingham protest movement was related

Pictorial highlights of the 15th Annual Conference of Commissions for Human Rights are shown on Pages 2 and 3.

at the conference banquet May 22 by 31-year-old Rev. Andrew Young, a member of the staff of the Southern Christian Leadership Conference, who spoke in place of Dr. Martin Luther King, Jr., who could not leave the Alabama city because of a crisis in the situation there.

Rev. Young told how the people of Birmingham—especially the children—braved fire hoses, police dogs and other brutal treatment in their determination to secure freedom.

"All they wanted," Rev. Young said, "was a little bit of human dignity."

The keynote address of the conference was delivered by Mrs. Sadie T. M. Alexander, Esq., Chairman of the Philadelphia Commission on Human Relations. Speaking of the Negroes' thrust toward freedom, she said:

"We (human relations commissions)

(Continued on Page 3)



Governor Scranton signs a Code of Fair Practices for Pennsylvania. Witnessing the ceremony are Secretary of Labor and Industry William P. Young (seated), Harry Boyer, Chairman of the Pennsylvania Human Relations Commission (standing left), and Elliott M. Shirk, Commission Executive Director.

Code Issued by Governor

Governor William W. Scranton signed a "Governor's Code of Fair Practices" on June 6 to help insure that non-discrimination will be practiced in all areas of state government.

The Code requires that state officials hire and promote personnel on the basis of ability, without regard to race, color, religious creed, ancestry, age, national origin or sex.

It also bans any type of segregation or discrimination in the use of state

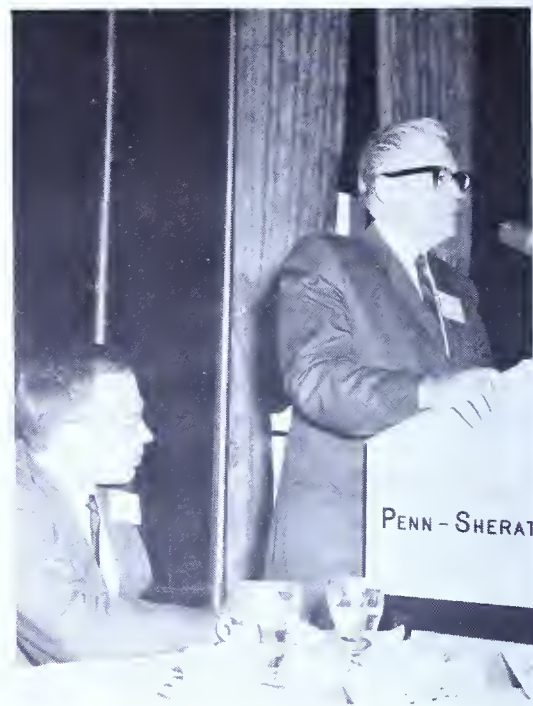
services and facilities, and requires state agencies to cooperate with the Commission in carrying out the Commonwealth's policy of insuring equal treatment of all persons.

All offices under the Governor's jurisdiction are required to post the Code as soon as it is printed, and all Departments, at the request of the Governor, have appointed a liaison person to work closely with the Commission.

Scenes from National Meeting of



The story of the struggle for freedom in Birmingham, Alabama, was described by Rev. Andrew Young, principal speaker at the 1963 Conference of Commissions for Human Rights. Seated left to right are Rev. James B. Cayce, toastmaster; William P. Young, Secretary of Labor and Industry, and Commission Chairman Harry Boyer (behind Mr. Young).



Commission Executive Director Elliott M. Shirk reported on "Organization and Membership Issues" at the CCHR business meeting. At left is Kennon V. Rothchild, Commissioner, Minnesota State Commission Against Discrimination, who presided.

Five Appointed To Commission

Governor Scranton on June 18 appointed five persons to membership on the Commission, subject to confirmation by the Senate.

Mrs. Florence S. Reizenstein of Pittsburgh, a civic leader and a member since 1956, was reappointed.

The new appointees are Attorney William B. Ball of Camp Hill, executive director of the Pennsylvania Catholic Welfare Committee; Reverend Arnold D. Nearn of Philadelphia, presiding elder of the South Philadelphia District of the African Methodist Episcopal Church; Attorney Max Rosenn of Kingston, a civic leader in the Wilkes-Barre area and a past Master of Landmark Lodge 442 of the Free and Accepted Masons; and Attorney Paul A. Simmons of Monongahela, a graduate of the University of Pittsburgh and Harvard Law School and an active NAACP member.

All of the appointments are for 5 years except that of Reverend Nearn, who would fill out the unexpired term of Attorney A. Leon Higginbotham of Philadelphia, now a member of the Federal Trade Commission.



Advances in fair housing practices were described by Miss Frances Levenson, Director of the National Committee Against Discrimination in Housing. Seated at left is Sidney Reitman, Esq., Chairman, New Jersey Commission on Civil Rights, who presided.

5 Members Admitted

Five agencies were admitted to membership at the 15th Annual Conference of Commissions for Human Rights May 21-24 in Pittsburgh.

They are:

Baltimore Equal Employment Opportunity Commission, Delaware State Division Against Discrimination, Illinois Fair Employment Practice Commission, Indiana Civil Rights Commission and Missouri Commission on Human Rights.

State and Local Anti-Bias Agencies

Somber Warning—

(Continued from Page 1)

have to get in there and help guide the direction and process of these pressures. We have to relate them to a total plan and design and we have to see that they take place with a minimum amount of disorder, without violence, in a lawful way. And we have to make sure that the community participates in these plans and processes."

The Conference was devoted to an examination of new devices for insuring fair practices in employment, education, housing and places open to the public.

In employment, affirmative action to employ Negro workers was related



Keynote address of 1963 Conference of Commissions for Human Rights was delivered by Mrs. Sadie T. M. Alexander, Esq., Chairman, Philadelphia Commission on Human Relations. Seated (left to right) are Harry Boyer, Chairman, Pennsylvania Human Relations Commission, and Hobart Taylor, Jr., Executive Vice-Chairman, President's Committee on Equal Employment Opportunity.



Kenneth A. MacDonald

by three representatives from management: Edward M. Beck, General Personnel Research Supervisor, Bell Telephone Company of Pennsylvania; Dr. Charles Scholl, Manager of Industrial Relations, Defense and Space Group, Burroughs Corporation, Paoli, and John Perry, Management Consultant, Pritchard, Schaffer and Woodyatt, Stamford, Conn.

In education, Commissioner Yaffe described the role of the Pennsylvania Commission in helping the Department of Public Instruction to prepare and distribute its new Guide to Inter-group Education in Schools.

New devices for insuring fair housing practices were evaluated by Miss



"Religion, Government and Fair Practices" was discussed by this panel. Left to right are Dr. Charles P. Robshaw, member of the Pittsburgh Commission on Human Relations; John A. McDermott, Executive Director of the Catholic Interracial Council of Chicago; Mrs. Florence S. Reizenstein, member of the Pennsylvania and the Pittsburgh Commissions; Mrs. Marguerite I. Hofer, Director of the Department of Church and Community in the Pittsburgh Presbytery, and Louis Rosenzweig, Chairman of the Michigan Fair Employment Practice Commission.

Frances Levenson, Director of the National Committee Against Discrimination in Housing. She said local citizen groups should be invited to share in

the task of expanding housing opportunities for Negro families.

The 1964 conference will be held in Minnesota.

Gettysburg Tourists Protected Against Racial Discrimination

A project to prevent racial discrimination against tourists who visit Gettysburg was carried out this spring by the Commission.

Restaurants, taverns, hotels and

motels in the city of Gettysburg and along the main highways leading to the historic battlefield were visited by field representatives of the Commission.

In each of these visits, which began in February, a staff member talked to the proprietor of the establishment, explained the provisions of the Pennsylvania law which forbids discrimination in places open to the public, and directed him to post a Commission notice which informs patrons that state law protects their right to equal service.

Although the project is being carried out throughout Pennsylvania, the Commission concentrated its efforts in the Gettysburg area because of the Civil War centennial celebration.

Of the 797 establishments visited up to the month of June, 248 were in the Gettysburg area.

The proprietors of only 3 establishments refused to post the Commission notice or indicated a refusal to comply with the law. Appropriate action was ordered in each of these cases to require the proprietor to abide by the law.

Boehm Discourages Minstrels in Schools

Dr. Charles H. Boehm, Superintendent of Public Instruction, has urged school administrators to refrain from allowing public school buildings to be used for minstrel or other types of black-face shows.

In an article in the May issue of the Department of Public Instruction Newsletter, Dr. Boehm stated that he is in agreement with the position that minstrel shows serve only to perpetuate a false impression of the American Negro.

Students Protected

Special protection for the housing rights of students at the University of Pennsylvania is provided by an agreement between the Commission and University officials. The agreement spells out steps to be taken by the Commission and the University in cases in which privately-owned housing listed by the University is involved in a discrimination complaint.

Jackson Family In New House

Rev. and Mrs. Andrew Jackson moved into their new home in Northeast Philadelphia on May 15—successful finally in their efforts to secure better housing for themselves and their four children.

The family's new residence is in a development called Morrell Park.

Moving day came only after the Philadelphia Negro couple used the services of the Commission to secure completion of their new house. They had charged the builder, Gelman and Curcillo, Inc., with refusing to complete the house according to the agreement of sale, because of their race.

A public hearing scheduled for May 17 was cancelled when the builder redoubled his efforts and finished the house.

At Your Service

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HARRISBURG—1405 Labor and Industry Building, 238-5151, Ext. 3974.

PITTSBURGH—1508 State Office Building, 300 Liberty Avenue, EXpress 1-2100, Ext. 840.

PHILADELPHIA—1506 State Office Building, Broad and Spring Garden Streets, LOcust 8-4000, Ext. 8080.

CHESTER—619 Chester-Fidelity Building, 5th and Market Streets, TRemont 2-8685.

Form 1 (FPC-2-1004-1540) POSTING OF THIS NOTICE IS REQUIRED BY LAW

ESSENTIAL PROVISIONS OF THE PENNSYLVANIA FAIR EMPLOYMENT PRACTICE ACT

(Act No. 222 of 1955, October 27, P. L. 744)

PURPOSE OF THE ACT
To prevent and eliminate practices of discrimination in employment because of race, color, religious creed, ancestry, age or national origin, but being otherwise qualified.

PRINCIPAL ACTS FORBIDDEN BY THE LAW
1. To be denied an equal opportunity to obtain employment.
2. To be discriminated against in compensation, tenure or other conditions or privileges of employment.
3. To be denied membership rights in any labor organization.
4. To be denied the chance of being referred for employment.

AGAINST WHOM A COMPLAINT MAY BE FILED
(1) Employers of 12 or more, including the state and local governments, (2) Labor organizations, (3) Employment agencies, and (4) Employees who hinder compliance with the provisions of the Act.

WHO MAY FILE A COMPLAINT
(1) An individual claiming to be aggrieved, (2) The Pennsylvania Fair Employment Practice Commission on its own initiative, (3) The Attorney General, and (4) An employer whose employees hinder compliance with the provisions of the Act.

TO WHOM THE ACT DOES NOT APPLY
(1) Employers of less than 12, (2) Religious, fraternal, charitable or sectarian corporations or associations which are not supported by governmental appropriations, (3) An individual employed by his parents, spouse or child, (4) Agricultural workers, and (5) Employees in domestic service.

WHO MUST POST THIS NOTICE
Chapter 2, Regulation 200, of the Pennsylvania Fair Employment Practice Commission, adopted May 23, 1956, and filed with the Department of State, requires every Pennsylvania employer, employment agency and labor organization subject to the Act to post this notice in an easily-accessible and well-lighted place customarily frequented by applicants, employees or members.

WHERE COMPLAINTS MAY BE FILED

PENNSYLVANIA FAIR EMPLOYMENT PRACTICE COMMISSION 1401 Labor and Industry Building Seventh and Poplar Streets Harrisburg, Pennsylvania	State Office Building 300 Liberty Avenue Pittsburgh, Pennsylvania	State Office Building 1400 Spring Garden Street Philadelphia, Pennsylvania
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Department of Labor & Industry
William I. Hart, Jr., Secretary

Commonwealth of Pennsylvania
David L. Lawrence, Governor

HARRY BOYER
Chairman

PENNSYLVANIA FAIR EMPLOYMENT PRACTICE COMMISSION

ELLIOTT M. SHIRK
Executive Director

The Commission's employment notice must be posted where it can be seen by employees, job applicants and persons applying for union membership.

Legal Aid Assigned

Attorney Arthur C. Thomas of Philadelphia, who recently was appointed a deputy attorney general, has been assigned to strengthen the civil rights activities of the Justice Department, and to assist with the legal work of the Commission. The Commission's General Counsel is Nathan Agran, also of Philadelphia.

Human Relations Report

Published quarterly by the Pennsylvania Human Relations Commission, a bi-partisan administrative unit in the Department of Labor and Industry, with offices in 1401 Labor and Industry Building, Harrisburg, Pennsylvania.

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William P. Young, Secretary of Labor and Industry

William W. Scranton, Governor

3
Hemba

Agencies at Work To Prevent Any New 'Folcrofts'

"Prevent any more Folcroft situations in Pennsylvania."

This is the byword of the Commission and of other state agencies and numerous civic groups who are working to prevent any repetition of the recent rioting in Folcroft, where an unruly mob of white people tried to prevent Mr. and Mrs. Horace Baker, a Negro couple, from occupying the home they had bought in the Delmar Village Development.

The intention of the Commonwealth to fully protect the Baker family was stressed by Governor Scranton who sent his personal secretary to visit the Bakers the day after they moved into their new home.

The Justice Department and the State Police are among the state agencies which are working to strengthen existing programs and to devise new means for heading off any trouble such as that experienced by the Baker family.

The \$11,200 row house bought by the Bakers was seriously damaged prior to their moving, and during the wild rock-throwing that took place even after they occupied the property.

A number of church and civic groups also have met with the Commission or other governmental agencies involved in the Folcroft situation, or scheduled meetings to analyze the disorders.

The Commission first learned that the Baker family had bought a house in Folcroft on August 20. A representative of the Fair Housing Council of Delaware Valley asked the Commission to assist in paving the way for the Bakers.

A field representative of the Commission visited Delmar Village on August 22. He talked with the parish priest and with two clergymen who had members in Delmar Village. The priest said the Catholic church had stated its position on race relations and said he did not expect any trouble. The other

(Continued on Page 2)

758-6-1

Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa.

September, 1963



Commissioner Edward G. Petrillo, Esq., of Erie presides at the Commission's public hearing in Pittsburgh in July into allegations of racial discrimination by seven craft trade unions. Other Commission members on the hearing panel (left to right) are Chairman Harry Boyer of Reading, Joseph X. Yaffe, Esq., of Philadelphia, Mrs. Florence S. Reizenstein of Pittsburgh and Dr. Jesse D. Reber of Harrisburg.

7 Craft Trade Unions Are Ordered to Admit Negroes to Membership and Apprentice Classes

Seven all-white locals of craft trade unions in the Pittsburgh area were ordered by the Commission on July 10 to begin admitting Negroes to membership and to apprentice training programs.

The unions are: Electricians Local 5, Iron Workers Local 3, Asbestos Workers Local 2, Elevator Constructors Local 6, Painters Local 751, Plumbers Local 27 and Steam Fitters Local 449.

The order was agreed to when the union locals decided on the second day of a three-day public hearing to contest their cases no further and to allow the Commission to enter the order against them.

The union locals named are required to take the following action:

1—Accept for immediate membership any qualified non-white craftsman who can meet the present standards of skill and other qualifications of membership established by the union.

2—Permit the Commission to select an observer to be present at examinations given by any of the unions to determine whether an applicant for membership meets its standards of skill.

3—Enroll qualified applicants in any apprenticeship training program in which the union participates, without regard to their race, color, religious creed, ancestry or national origin.

4—Accept an appropriate number of non-white applicants in all future apprenticeship training programs.

5—Inform the Commission in writing, whenever requested during the next two years, concerning the number of non-white applicants for membership, the number of them accepted or rejected, the number of non-white applicants requesting enrollment in apprenticeship training programs, and the number of them accepted or rejected.



Secretary of Labor and Industry William P. Young examines the Commission's exhibit during the Apprenticeship and Training Conference in Hershey August 26-29. At right is Harry Wagner, the Commission's labor liaison representative. The exhibit shows Negroes working in a variety of non-traditional jobs, including the skilled crafts.

Apprentice Unit Acts on Bias

Several anti-discrimination gains were scored during the 5th Biennial Middle Atlantic States Apprenticeship and Training Conference August 26-29 in Hershey.

Secretary of Labor and Industry William P. Young announced at the session that the Pennsylvania Apprenticeship and Training Council had met and adopted as its own the new federal regulations which are aimed at ending discrimination in apprentice training programs, especially in the construction industry.

The Council reinforced the federal rules by making them effective on building projects that involve state as well as federal funds. Should a union or employer fail to comply with the new regulations, the training programs they sponsor would lose their state and federal recognition.

The 11 members of the Council include 2 Negroes, James H. Jones of Philadelphia, a staff representative of the United Steelworkers of America, and Arthur J. Edmunds, executive director of the Pittsburgh Urban League.

According to Pat Juiliano, Deputy Secretary of Labor and Industry, this is the first time that Negroes have been included on the Council.

An exhibit sponsored by the Commission was viewed by many

of those taking part in the Apprenticeship Conference, including Secretary Young and James Quigley, Assistant Secretary in the U.S. Department of Health, Education and Welfare.

We Were Asked: Who's Dr. Zorba?

"Who's Dr. Zorba?"

It was a touch of comedy in the midst of tragedy, as some of the young people in the riotous mob in Folcroft sought to learn the identity of the man with the white hair who popped in and out of the Baker house.

It was "Dr. Zorba" who opened the front door for Mr. and Mrs. Baker when their key didn't seem to do the trick.

It was "Dr. Zorba" who came out of the house and attempted to move an NAACP official's car to a safe location, and, who then became a target for the anger and stones of the mob.

"Dr. Zorba" is Russell Barbour, a Commission field representative whose white hair does give him a resemblance to Ben Casey's supervisor on the television program.

Russ, a former clergyman, has specialized in education assignments since joining the Commission in January.

Work to Prevent Any New 'Folcrofts'

(Continued from Page 1)

clergymen said they would pay friendly calls upon their members in the area, and later reported they had made these visits.

The field representative also talked with several Delmar families in general terms concerning Negro neighbors. These residents said they had heard rumors of Negroes buying homes there, but they said they did not feel there would be any trouble.

On Tuesday, August 27, the Commission field representative talked with Mrs. Baker concerning his visit to Folcroft. When Mrs. Baker told him they would move on Thursday (August 29), the Commission representative immediately contacted the Folcroft police to inform them of the move and to ask for surveillance of the property.

Early Thursday morning, August 29, neighbors called Folcroft police to investigate damage to the Baker house, and when the Bakers and their moving van approached, they were turned away twice by the angry mob of white people.

As Commission representatives reported on the worsening crisis in Folcroft Thursday afternoon and Friday, their assessment of the situation was relayed in Harrisburg to the Justice Department and to the State Police.

When State Police escorted the Baker family to their home the following day, a Commission representative accompanied them.

When the move-in had been completed, Commission representatives worked to secure gas and electric service, and continued their efforts to secure more protection for the Bakers and their home.

In a news release issued Saturday morning, August 31, the Commission emphasized the legal right of the Baker family to move to Folcroft and outlined the major provisions of the Fair Housing Law.

Following the restoration of order in Delmar Village, Commission representatives have been working with the Mayor of Folcroft and other community, civic and religious leaders in efforts to insure future harmony in the area.

Civil Rights Gains in '62 Cited

Civil rights progress in jobs, housing, education and the use of places of public accommodation is detailed in the Commission's Seventh Annual Report, distributed this month.

The report for 1962 cites evidence of equal opportunities gained through educational projects and compliance activity, including public hearings and formal orders.

In housing, three formal orders were given to builders and real estate brokers to sell homes to Negroes in new housing developments in suburban areas, apartments were rented to Negroes in neighborhoods previously closed to them and the Commission stepped up its efforts to change citizen attitudes toward equal opportunity in housing.

Formal orders issued in five public accommodations cases gained equal service for Negroes in a motel, a skating rink and several taverns.

Discrimination Ended

Other establishments in which practices of racial discrimination were ended, by means of conference and persuasion, included barber shops, beauty parlors, dance halls, hotels, resort lodges, restaurants, soda fountains, swimming pools and trailer parks.

In education, the Commission docketed the first complaints to be filed under the Fair Educational Opportunities Act and continued the task of checking the student application forms of universities, colleges, and business and vocational schools to insure the elimination of any illegal inquiries.

The Commission also assisted the Department of Public Instruction in scoring a dynamic educational breakthrough in the underlying problem of prejudice, through development and publication of a trail-blazing curriculum guide on intergroup education in schools.

School Case Highlighted

Employment cases during the year were highlighted by a public hearing in the case of a Negro teacher who was bypassed twice in favor of less-qualified white applicants. The Commission ordered the

FIGURE II: NUMBER OF CASES RECEIVED EACH REPORT YEAR

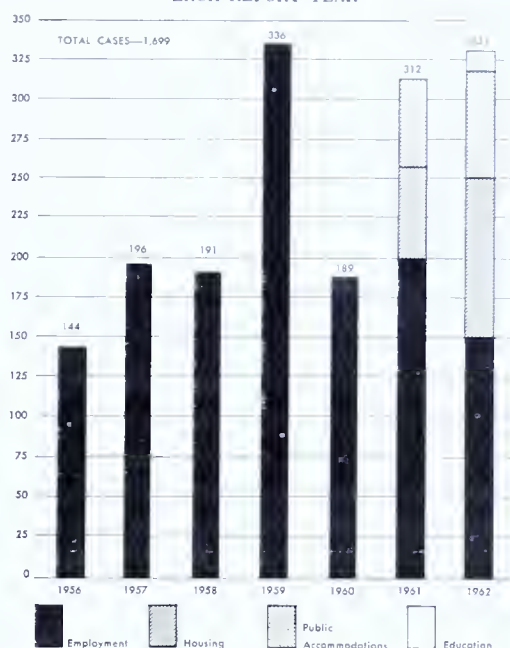


Chart from Seventh Annual Report of the Commission showing the number of cases received each report year.

school board to hire the teacher and to pay her more than \$2,200 for loss of earnings.

The Commission docketed 331 cases during the past year—154 in employment, 94 in housing, 80 in public accommodations and 3 in higher education. This contrasted to 312 cases the previous year.

The basis of complaint in these cases was race or color, 287; religion, 12; national origin, 14; age, 12, and other discriminatory acts or specifications, 6.

Respondents in employment cases included 134 employers, 14 employment agencies and 6 unions.

Housing Case Facts

Respondent in housing cases included 35 property owners, 39 real estate agents, 14 builders, 3 mortgage lenders and 3 miscellaneous parties.

The types of establishments involved in public accommodations cases included 6 hotels and motels, 41 eating and drinking places, 18 recreation and amusement places, 7 shops offering personal services (barber shops, beauty parlors, etc.), 4 resorts and 4 miscellaneous places.

The Commission completed action in 271 cases during the year. An unlawful practice was found

and adjusted in 124 of these cases, while the specific charge was not established in 115 cases. In addition, the Commission dismissed 12 cases for lack of jurisdiction and 20 cases in which the complaint was withdrawn or the complainant failed to proceed.

Citizens Help Program

The report also summarizes the Commission's educational activity in four cities in which citizen advisory councils function: Chester, Johnstown, McKeesport and York, and in other communities throughout the state.

Other educational activity included the providing of speakers for 201 meetings, the loan of films and filmstrips for 28 meetings and the furnishing of displays and exhibits on 35 occasions.

The Commission stated that there appears to be an inconsistency among sections of the Fair Educational Opportunities Act, and recommended legislative action to clarify provisions of the Act pertaining to the exemption of religious educational institutions.

Survey Is Underway On State Contracts

The Commission is completing action on a survey of state construction contracts covering the months of June, July and August 1963.

The survey is designed to determine whether the employment practices of any builders holding state contracts are in violation of the state's anti-discrimination laws.

Contracting agencies of the state are cooperating with the Commission in making the survey. The research division of the Commission is compiling the results of the study.

Teachers May Borrow Film

Teachers may borrow the film "Burden of Truth" by writing the Commission, specifying the date wanted and whether the 43-minute or 67-minute print is desired.

Chapmans Needed Persistence, Law

It's "Home Sweet Home" now for Mr. and Mrs. Arthur S. Chapman of Philadelphia.

For the Chapmans, however, moving day on August 28 climaxed a much longer struggle than most couples experience in buying a home in a new residential area such as the Wethersfield Development in Northeast Philadelphia, where the Chapmans moved.

Because the Chapmans are Negroes, they needed 15 months of persistence and nearly every legal weapon in the Commission's law book to secure the better housing they needed.

After the Chapman's application for a house was refused in May, 1962, because of their color, the Commission used conference, conciliation and persuasion in a fruitless attempt to get compliance with the Fair Housing Law. A public hearing was scheduled for September 17, 1962, but the builder waived the hearing and agreed to allow the Commission to enter an order against it.

The Chapmans then signed a sales agreement and the house was started, but progress was so slow that in July of this year the Commission went to court to seek enforcement of its order. With a push from the judge, who gave the builder 10 days in which to explain why it should not complete the project, the house finally was finished and the Chapmans moved in.

'Intern' Aids Commission Staff

Carmine V. Molinaro, Jr., of Connellsville, a Finnegan Fellowship Award winner, was employed by the Commission as an "intern" during the past summer. He assisted the research division with several projects and reported on the August 3 civil rights demonstration in Harrisburg. A 1963 graduate of St. Vincent College, Carmine entered the law school of the University of Pittsburgh this fall.

Barber Told: Cut Negro's Hair

The proprietor of a barber shop near Pittsburgh has been ordered by the Commission to cut the hair of Negro patrons.

The order, issued July 30, resulted from a public hearing held April 29 in the case of Mr. Gussie Johnson vs. Nicholas J. Cafaro, individually and doing business as Cafaro Barber Shop.

The Commission ruled that Mr. Cafaro had violated the Human Relations Act in refusing service to Mr. Johnson on four occasions because of his race.

Findings of fact listed in the order show that Mr. Johnson did receive haircuts in the Cafaro Barber Shop at the regular price of \$1.75 on two occasions when the barbers did not know that he was a Negro. On each of these visits to the barber shop, the barber took less than 20 minutes to cut Mr. Johnson's hair and did not indicate any difficulty in doing so.

After it was learned that he was a Negro, Mr. Johnson was refused service in the barber shop on four occasions: once by being permitted to sit without attention while at least two barbers in the shop were idle, once by being shown a sign that read "Special, \$7.50" and being told he must pay such an excessive amount for a haircut,

Program Is Available For Housing Discussion

"What Will You Say About Having Negro Neighbors?" is the title of a discussion program which the Commission conducts without charge for interested groups.

The program is designed for white persons who have favorable attitudes toward fairness in housing. Its object is to give them training in how to respond positively and persuasively to persons who object to having Negro neighbors. In this way they can help to persuade white homeowners and tenants to remain in racially-changing neighborhoods.

The program has been used successfully during the past year in meetings of civic groups and various types of church organizations.

and twice by being told that the shop's barbers were not trained to cut the hair of Negroes.

The Commission ordered Mr. Cafaro to stop refusing to Mr. Johnson, to other Negroes, and to other persons because of their race, color, religious creed, ancestry or national origin, the accommodations of the Cafaro Barber Shop in the East Hills Shopping Center or of any other barber shop operated by Mr. Cafaro in Pennsylvania.

The order is being appealed.

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Visits to hundreds of places of public accommodation this year were described by the supervisors of two of the Commission's regional offices at the Pennsylvania State NAACP Conference October 26 in Johnstown. Left is John W. Flamer, supervisor of the Central Pennsylvania Region. Right is Robert Odell, Jr., supervisor of the Western Pennsylvania Region. Center is Dr. George A. Jones of Steelton, who presided at the session in which the successful project was reported.

400 Resorts Visited in Poconos Area

Completion of educational visits to more than 400 resorts and other tourist accommodations in the Pocono Mountain Area was announced by the Commission in November.

Staff members made the visits as part of a program to prevent racial or religious discrimination against any of the thousands of tourists each year who vacation in the popular resort area, as well as to protect Pennsylvania residents who live or visit in the Poconos.

Commission representatives paid calls on a total of 411 places of public accommodation in the Pocono area, including resorts, restaurants, taverns, hotels and motels.

Their assignment was to talk

with the proprietor of each of these establishments, to explain the provisions of the Pennsylvania law which forbids discrimination in places open to the public, and to direct the proprietor to post a Commission notice which informs patrons that state law protects their right to equal service.

Included among the places visited were 157 resorts, 29 restaurants, 36 combination restaurant-taverns, 27 taverns, 81 hotels, 69 motels and 12 recreation and amusement places, including bowling alleys and golf courses.

The area covered in the Commission's Pocono Mountain project included parts of six counties

(Continued on Page 2)

Commission Aim: Speed Hiring of Minority Groups

The Commission has taken action to speed up the hiring and upgrading of minority group workers in Pennsylvania.

A statement of policy on "affirmative action" by employers was approved in principle by the Commission in July, and was announced this month following the approval of specific wording.

The statement follows:

Race relations holds top priority in the nation's civil rights and civil liberties field. This has occurred in the wake of social changes in the racial situation during 1963.

Increased public recognition of the social problems caused by discriminatory practices impels the application of more forceful and positive remedies to help eliminate such unlawful discrimination.

The Pennsylvania Human Relations Commission is convinced that a new approach must be adopted, especially in the field of employment, to induce widespread changes in employment patterns of exclusion and to open new and equal opportunities for a much larger number of qualified minority group workers in this Commonwealth.

The individual complaint approach to the problem of unlawful employment discrimination must be supplemented by a new industry-wide approach in which the Commission will look carefully into the pattern of employment by such firms over a long period of years and the number of minority group workers employed by such firms.

The Commission believes that it has the responsibility under the law it administers to endeavor to have employers take deliberate steps to hire qualified workers of a particular race, religion or national origin where such persons have never been employed or where there has been only token employment of such workers. This affirm-

(Continued on Page 2)

400 Resorts Visited In Poconos Project

(Continued from Page 1)

—Carbon, Lackawanna, Monroe, Northampton, Pike and Wayne. It is bounded by Routes 590 and 6 on the north, by Route 209 on the south and east, and by the Northeast Extension of the Turnpike on the west.

Staff members were given a courteous reception at nearly all of the establishments visited, and all of the proprietors agreed to post the Commission notice.

Executive Director Elliott M. Shirk noted that the Commission received helpful assistance with the project from the Pocono Mt. Vacation Bureau, a division of the Chamber of Commerce, and from the Lake Wallenpaupack Association.

Earlier in the year, the Commission carried out a similar project in the Gettysburg area, in preparation for the influx of visitors for the Civil War Centennial celebration.

The Gettysburg and Poconos visits were made by staff members assigned to the Harrisburg Regional Office.

Although the Commission seeks voluntary compliance with the law, Mr. Shirk pointed out that discrimination in places open to the

public may subject offenders to public hearings, cease and desist orders, and fines of from \$100 to \$500, imprisonment up to 30 days, or both.

"Equal Service," an illustrated pamphlet describing the state's public accommodations law, is available from the Commission upon request.

'Welcome Mat' Out for Staff

Commission staff members were received cordially by nearly all of the proprietors visited in the Poconos.

Among the comments recorded by staff members were these: "We welcome congenial people regardless of race" (resort lodge owner); "We're happy to cooperate" (motel owner); "This is a good idea" (motel owner), and "We've had many Negro couples and no problems" (owner of honeymoon cottages).

In only a few places did Commission representatives receive a less-than-pleasant reception: a secretary at an amusement place was obviously irritated by the visit, the owner of a motel said he'd put up the poster but would check with his attorney, and a tavern owner said he serves Negroes but is afraid of trouble.

Aim: Speed Hiring Of Minority Groups

(Continued from Page 1)

ative action would apply to initial hiring and to conditions of employment, including promotion and upgrading.

The Commission holds that the current social, economic and world conditions require that this policy be adopted. It believes that such treatment to qualified workers of minority groups is warranted because of the denial of equal job opportunities to them for many years.

To make this Statement of Policy effective, the Commission has adopted in principle, hereby reaffirms and will pursue the following specific program and action:

1. That where an employer, group of employers or labor organization has failed to employ or enroll qualified members of a racial, religious or nationality group over a long period of years and efforts of the Commission to induce them to integrate by affirmative action have failed, the Commission will hold investigatory public hearings to determine the facts and to disclose such conditions.
2. That a series of Commission-instituted investigations may be conducted on a local, regional or state-wide basis to determine patterns of discrimination in employment.
3. That where an investigation discloses the failure to employ or promote, or only token employment of, a given minority group over a long period of years, the Commission shall take appropriate steps to effect an integrated work force.

Erie Gets Fair Housing Law

A fair housing ordinance was adopted recently by the City of Erie. The statute will be administered by the Erie Human Relations Commission, which also has jurisdiction in the areas of employment and public accommodations.



Advice on "Job Opportunities, Scholarship Aid and Drop-Outs" was presented by W. Norman Watts (right) at the conference of Pennsylvania NAACP Youth Councils October 26 in Johnstown. Mr. Watts, who is supervisor of the Commission's Philadelphia Regional Office, served on a panel with James R. Smith (left) of the Pennsylvania Department of Public Welfare. The session was moderated by Isaac Patterson (center), president of the Darby NAACP Youth Council.

Training in Police-Community Relations Is Discussed



Specialized training for better police-community relations was discussed December 13 at a meeting arranged by the Commission. Representatives of eight agencies attended. Seated (left to right) are Elliott M. Shirk, Commission Executive Director; Colonel E. Wilson Purdy, Commissioner, Pennsylvania State Police; Major Paul A. Rittelmann, Superintendent, State Police Academy; Mrs. Adelaide Boyer, Secretary to the Executive Director, Pennsylvania Chiefs of Police Association, and Dr. Louis A. Radelet, Director, National Institute on Police-Community Relations, Michigan State University. Standing (left to right) are William M. Cousins, the Commission's Director of Housing; Harold W. Pierce, Education

Supervisor, Public Service Institute, Pennsylvania Department of Public Instruction; John W. Kraft, District Administrator, Continuing Education Department, Pennsylvania State University; Dr. William A. Schrag, Dean, The Community College of Temple University; Newton O. Cattell, Assistant Director, Continuing Education Department, Pennsylvania State University; Howard Carrington, Special Agent, Civil Rights Division, Pennsylvania Department of Justice; Joseph Harris, Associate Director, Philadelphia Office, National Conference of Christians and Jews; Richard B. Anliot, the Commission's Director of Education, and Milo A. Manly, Commission Deputy Director. The session was held in Harrisburg.



Commission General Counsel Nathan Agran (center) discussed lawful and unlawful phrases in housing advertisements at a Classified Ad Clinic conducted by the Pennsylvania Newspaper Publishers Association October 28 in Lebanon. Robert S. Widmer (left) of the Stroudsburg Daily Record was vice-chairman of the clinic, while Richard A. Battin (left) of the Meadville Tribune was chairman.

3 New Commissioners Appointed by Governor

Three new members have been appointed to the Commission by Governor Scranton, bringing total membership to 10. One vacancy remains.

The new members are Edward M. Green of Harrisburg, Rev. Arnold D. Nearn of Philadelphia, and Attorney Paul A. Simmons of Monongahela.

Mr. Green, who is vice president of Dauphin Deposit Trust Company, is president of the Pennsylvania Council of Churches.

Rev. Nearn is the presiding elder of the South Philadelphia District of the African Methodist Episcopal Church.

Attorney Simmons is a graduate of the University of Pittsburgh and of Harvard Law School.



Richard K. Taylor (left) tells Commission staff members about his experiences in helping Negro families who have moved into previously all-white neighborhoods. Seated also at table is Executive Director Elliott M. Shirk (center) and William M. Cousins (right), Director of Housing.

Discusses Role of Private Agency in Helping Negroes Who Move to Previously White Areas

Commission staff members recently received a first-hand report on the activities of a private organization which has helped many of the first Negro families who have moved into previously all-white neighborhoods in the Philadelphia suburban area.

Richard K. Taylor, Executive Director of the Fair Housing Council of Delaware Valley, analyzed his experiences in trying to promote a friendly reception for the Negro families.

Disorders such as occurred in Levittown and Folcroft are unique, Taylor stated. Some vandalism took place in a few instances, he said, but most move-ins of Negro fam-

ilies were peaceful and quiet.

In only 5 of the 150 situations of which he has knowledge was there any long-time isolation of the Negro family, Taylor said.

Many of the Negro families who pioneered in previously all-white neighborhoods bought their homes through Suburban Fair Housing (formerly Friends Suburban Housing), which prior to the adoption of the Fair Housing Law in 1961 was one of the few real estate firms in Pennsylvania that would sell houses on a non-discriminatory basis.

The discussion with Mr. Taylor was part of a training session for staff members of the Commission.

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1506 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

New Recordings Sent To Radio Stations

A new set of six recorded spot announcements has been distributed by the Commission to all of the radio stations in Pennsylvania—a total of about 230.

The Fair Housing and Public Accommodations program of the Commission are featured in the new spot announcements. A previous recording, distributed about two years ago, emphasized Fair Employment Practices.

Stations have been asked to present the new spot announcements as a public service to their listeners.

Opinion Is Given In Teacher Case

The Dauphin County Court of Common Pleas has ordered the Commission to hold further hearings in the case of Mrs. Jane McPherson vs. Connellsville Joint School Board.

Mrs. McPherson is a Negro who filed a complaint with the Commission on August 16, 1961, charging that the school board had refused to hire her as a teacher because of her race.

Following a public hearing on May 8, 1962, the Commission found that the school board had discriminated against Mrs. McPherson, and ordered it to hire her and to take other affirmative action intended to carry out the provisions of the Human Relations Act.

The school board appealed the decision to the Dauphin County Court, which heard arguments in the case on October 2, 1962.

In an opinion handed down on November 18, 1963, the Court said that the findings of the Commission cannot be sustained in their present form, and ordered the Commission to hold further hearings in the case.

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Budget Boost Urged by Governor

In his budget and State of the Commonwealth message to the Legislature in January, Governor William W. Scranton made a dramatic request for a large increase in the budget of the Commission for 1964-65.

"This increase," Governor Scranton told members of the Legislature, "a nearly 50 per cent hike in the agency appropriation, will enable us to double the professional staff which works to head

off racial conflicts before they can begin."

He added:

"I believe every Pennsylvanian recognizes the tremendous importance of this advance."

Governor Scranton recommended an increase of \$210,000 for expansion of the Commission program. This would permit an enlargement of the staff of the Commission from 50 to 82.

The Governor's proposal for in-



Photo Courtesy Patriot-News

GOVERNOR

WILLIAM W. SCRANTON

... head off racial conflicts before they can begin.

creased funds for the Commission is part of his program for bolstering human services in the Commonwealth.

Teacher's Case Is Still at Issue

Although Mrs. Jane McPherson recently resigned her part-time teaching job with the Connellsville City School Board to accept a full-time job in child welfare work, this action does not affect the status of her case with the Commission: Mrs. Jane McPherson vs. Connellsville Joint School Board.

Erroneous press accounts at the time of Mrs. McPherson's resignation failed to make a distinction between the city school board and the joint school board. The two boards are separate legal entities.

Following a public hearing on May 8, 1962, the Commission found that the Connellsville Joint School Board had discriminated against Mrs. McPherson because of her race, and it ordered the Board to hire her as a teacher.

The order was appealed to the Dauphin County Court of Common Pleas, which recently ordered the Commission to hold further hearings in the case.

100 Police Chiefs to Discuss Responsibility In Situations of Race Tension and Conflict

"Police Responsibility in Race Tension and Conflict" is the theme of an institute scheduled for May 3 and 4 at the State Police Academy in Hershey.

The institute is the first of its kind ever to be held in the Commonwealth and is sponsored by the Pennsylvania Chiefs of Police Association, the Pennsylvania State Police and the National Conference of Christians and Jews.

Taking part in the two-day conference will be 100 chiefs of police from all parts of the state, and 16 State Police troop commanders.

The institute was announced and endorsed by Governor William W. Scranton, who stated:

"It is most important not only to law enforcement, but to all citizens of Pennsylvania, that we keep pace with progress in the crucial area of human relationships in a rapidly changing world."

Three main speakers for the

institute are Roy Wilkins, Executive Director of the National Association for the Advancement of Colored People, who will discuss "The Challenge of Racial Desegregation for Police Agencies"; Robert R. J. Gallati, Assistant Chief Inspector and Head of Planning and Research for the New York City Police Department, whose topic is "Police and the Challenge of Community Conflict," and Dr. Louis A. Radelet, Director of the National Institute of Police-Community Relations at Michigan State University, who will give the keynote address and final commentary.

Police officers attending the institute will be welcomed by Governor Scranton, by Chief Edward H. Bateman, President, Pennsylvania Chiefs of Police Association, and by Colonel E. Wilson Purdy, Commissioner, Pennsylvania State Police.

Tension Control Procedure Discussed with Citizens

Procedures for dealing effectively with racial tension situations have been discussed by officials of the Commission and representatives of civic and religious groups in Southeastern and Western Pennsylvania.

Leaders of 15 organizations in the Southeastern part of the state met with Commission staff members in Philadelphia in mid-January.

Representatives of 21 agencies in Western Pennsylvania responded to a Commission invitation to meet in Pittsburgh in mid-March.

At each meeting, Executive Director Elliott M. Shirk outlined the main points of the Commission program for preventing violence when Negro families move into previously all-white neighborhoods, and in other situations caused by racial or religious friction.

Mr. Shirk also explained the co-operative agreement between the Commission and the Pennsylvania State Police for communicating information on tension situations, and for consultation on keeping tension situations under control.

Details of the Commission's tension control procedures were reviewed by William M. Cousins, Director of Housing.

An "agency cooperation inventory" was explained by Richard B. Anliot, Director of Education. The inventory is designed to make certain that all possible resources in any community are mobilized in efforts to reduce tension and to build good will.

Organizations represented at each of the two meetings were as follows:

Philadelphia

American Friends Service Committee
American Jewish Committee
American Jewish Congress
Anti-Defamation League of B'nai B'rith
Committee on Race Relations of the Society of Friends
Fair Housing Council of Delaware Valley
Greater Philadelphia Council of Churches
Jewish Community Relations Council of Greater Philadelphia
National Conference of Christians and Jews



Portion of the audience attending the Commission's discussion of tension control procedures in Philadelphia.



Some of the organization representatives who attended the discussion of tension control in Pittsburgh.

Philadelphia Commission on Human Relations
Philadelphia Fellowship Commission
Presbyterian Inter-Racial Commission
Suburban Council of Human Relations
United Presbyterian Church Board of Christian Education
Whitemarsh Valley Citizens Council for Fair Housing

Pittsburgh

Catholic Interracial Council
Civil Rights Committee of the United Steelworkers of America
Committee for a Declaration of Conscience
Forest Hills Presbyterian Church
Jewish Community Relations Council
Jewish Labor Committee
Johnstown Advisory Council to the Pennsylvania Human Relations Commission
Lutheran Service Society of Western Pennsylvania
Monroeville Ministerial Associa-

tion

North American Martyrs Catholic Church
Pittsburgh Commission on Human Relations
Pittsburgh Presbytery, Department of Church and Community
Pittsburgh Urban League
South Hills Association for Racial Equality
United Church of Christ, Penn West Conference
United Church of Christ, Pittsburgh Association
University of Pittsburgh, School of Social Work
United Steelworkers of America
Washington Branch of the National Association for the Advancement of Colored People
Western Pennsylvania Conference of the Methodist Church
Women of the Episcopal Diocese of Pittsburgh

A number of other groups interested in the problem were invited to the meeting, but were unable to send representatives.

True or False: Employer Can't Keep Race Data?

True or false: Pennsylvania's Human Relations Act prevents employers from keeping records on the race, religion or national origin of their employees?

False.

Contrary to popular belief, the fair employment practice provisions of the Human Relations Act do not forbid such record-keeping.

The law does prohibit the asking or keeping of such information **before** employment. This is intended to prevent employers from pre-judging and rejecting applicants because of their race, religion or ancestry.

However, **after** a person is employed, it is lawful for his employer to ask for this information and to keep such records in his files.

In some instances, employers are required to gather this information.

Pennsylvania firms which hold contracts from the federal government are required to furnish information from time to time on the number of minority group persons they employ, and the types of jobs held.

In similar fashion, educational institutions subject to Pennsylvania's Fair Educational Opportunities Act may not ask about race, religion or national origin of an applicant for enrollment. They may, however, ask for and keep such information after enrollment, as long as this information is not kept on forms which later may be shared with another educational institution to which the student may apply, or with an employer to whom the student has applied for a job.

Housing Film May Be Borrowed

The widespread belief that Negroes moving into a previously all-white neighborhood result in lower property values is disproved in the 24-minute film "Property Values and Race," available from the Commission for free loan to interested groups.

School Seminar Is First in Nation

The nation's first school administrator's seminar on human relations will be held May 7-9 in Boiling Springs.

The seminar is being sponsored by the Commission and the Department of Public Instruction's

state committee on human relations.

Four of the major professional education organizations in the state have indicated their support of the historical educational endeavor by acting as official co-operating agencies in the seminar.

They are the Pennsylvania State Education Association, the Pennsylvania Association of Chief School Administrators, the Pennsylvania Congress of Parents and Teachers and the Pennsylvania School Boards Association.

The program will bring together school administrators from Pennsylvania's 30 second-class school districts (all major city school districts except Philadelphia and Pittsburgh) for three days of intensive discussion of the problem of implementing new intergroup education techniques in their school systems.

The seminar is a follow-up to the publication in 1962 of "Our Greatest Challenge—Human Relations, Guide to Intergroup Education in Schools."

Speakers will include four nationally-prominent educators:

Max Birnbaum, educational consultant of the American Jewish Committee's Institute of Human Relations; Dr. Kenneth D. Benne, director of the Human Relations Center at Boston University; Dr. Don A. Orton, president of Lesley College in Cambridge, Mass., and Dr. J. Alfred Cannon, associate director of the Division of Social and Community Psychiatry, University of California at Los Angeles.

Revised Regulations Of Commission Available

The Commission revised its Regulations as of January 1964 and printed copies now are available to interested persons.

The pamphlet was updated to include regulations adopted by the Commission since the last printing in September 1961.

The publication also incorporates regulations pertaining to the Fair Educational Opportunities Act, which previously were available only in mimeographed form.



RABBI LEONARD WINOGRAD

Winograd Is Chairman Of Johnstown Council

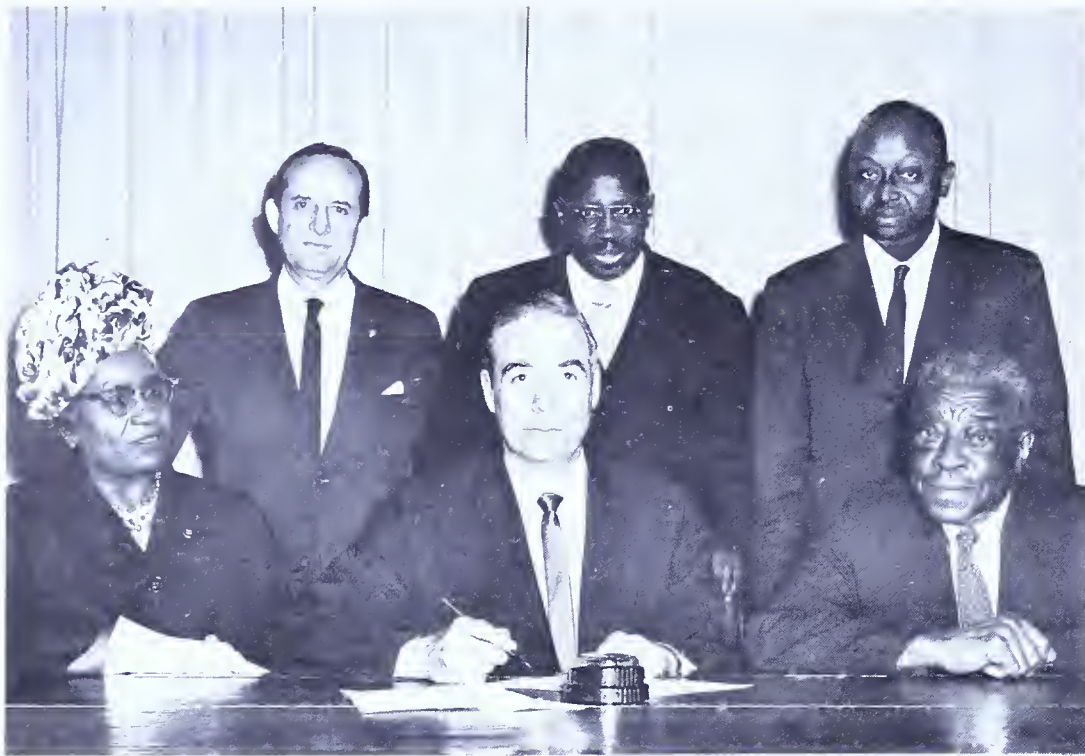
The Johnstown Advisory Council to the Commission has a new chairman in the person of Rabbi Leonard Winograd, spiritual leader of Beth Zion Temple.

Rabbi Winograd was appointed by the Commission to succeed Rev. Philip P. Saylor, who left Johnstown to assume the pastorate of St. Joseph's Catholic Church in Bellwood.

Other officers of the Council are Dr. Burrell K. Johnson, vice-chairman, and Mrs. R. Brett Kranich, secretary.

Rabbi Winograd holds bachelor and master degrees in Hebrew letters from Hebrew Union College in Cincinnati, and a bachelor of science degree in business administration from the University of Pittsburgh.

Rabbi Winograd also serves as Jewish chaplain at Somerset State Hospital.



Governor William W. Scranton is shown signing a proclamation calling for the observance of Negro History Week February 9-16 in Pennsylvania. Seated with the Governor are Mrs. Edyth Ingraham of Philadelphia and Secretary of Labor and Industry William P. Young. Standing, left to right, are Dr. Neal V. Musmanno, Deputy Superintendent of Public Instruction, and Rev. Joshua Licorish and Rev. John R. Custis, Jr., both of Philadelphia.

Negro History Week Activities Are Climaxed By Visit to Capitol, Signing of Proclamation

A visit to the Capitol of Pennsylvania climaxed Negro History Week activities for members of two Pittsburgh and Philadelphia organizations.

Highlight of their visit was the signing by Governor William W. Scranton of a proclamation calling for the observance of Negro

History Week February 9-16 in Pennsylvania.

The trip was made by members of the Western Pennsylvania Research and Historical Society, Inc., of Pittsburgh, headed by Samuel Golden, President, and Walter Worthington, Executive Director, and the Association for the Study of Negro Life and History of Philadelphia, headed by Rev. John R. Custis, Jr., and Mrs. Edyth Ingraham, Executive Director.

The group also was received by William P. Young, Secretary of Labor and Industry, and S. K. Stevens, Executive Director of the Historical and Museum Commission.

While in the Labor and Industry Building, the group also visited the offices of the Commission.

Pamphlet on Housing Available

Housing provisions of the State's Human Relations Act are summarized in the pamphlet, "Fair Housing Rights in Pennsylvania."

At Your Service

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PHILADELPHIA—

1506 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

2 Barber Cases in Yardley Dismissed; New Cases Started

The Commission dismissed complaints of racial discrimination against two barbers in Yardley, Bucks County, following a public hearing on March 13.

However, the Commission immediately ordered new complaints instituted against the barbers.

The original complaints by Mil-lard C. Mitchell against Charles Lee and Charles Gallagher were dismissed because of a technical defect in the affidavits attached to the complaints.

Mr. Mitchell, a Negro who resides in Yardley, complained to the Commission that he was refused service in the two barber shops because of his race.

Members of the Commission who served as Hearing Commissioners for the March 13 proceeding at the Bucks County Courthouse in Doylestown were Joseph X. Jaffe, Esq., of Wyncote, who presided; Matthew H. McCloskey, III, of Bryn Mawr, and Rev. Arnold D. Nearn of Philadelphia.

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Director

15-5 6964 June

Guide to School Integration Set By Commission

Positive steps that should be taken to integrate public schools in Pennsylvania are set forth in a statement of policy announced June 13 by the Commission.

The text of the Commission's statement follows:

AFFIRMATIVE ACTION POLICY ON EDUCATION

The Pennsylvania Human Relations Commission has the duty under the law to prohibit discrimination, to provide equality of opportunity in education and to conduct an educational program to

(Continued on Page 2)

Commission Ends Chester School Public Hearings

Six days of public hearings into segregation charges against the Chester School District were concluded by the Commission on June 11.

The hearings in May and June were designed to produce evidence on nine basic charges set forth in a Commission-initiated complaint against the school district. The hearings were held at Pennsylvania Military College in Chester.

The Commission took formal action in the Chester school case following the failure of its efforts to secure a settlement of the problem through conferences between the school board and local civil rights groups who had staged demonstrations against the schools.

On the final day of the public hearing a plan for remedying de facto segregation and relieving overcrowding in the Chester school system was presented by Dr. Max Wolff, a nationally-recognized expert on the subject of eliminating de facto segregation in schools.

The short-range goals of Dr. Wolff's plan, which he said could be implemented by September 1964, provide for the desegregation of all schools above the fourth grade, relief of overcrowding in all schools and the improvement of educational offerings, especially in making kindergarten available to all youngsters in the system.

Dr. Wolff said these goals could be accomplished without busing pupils and without new construction.

(Continued on Page 3)

Human Relations Report

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Speakers at the regional police institute in Dillsburg (left to right) are Dr. Harold A. Lett, National Conference of Christians and Jews; Colonel E. Wilson Purdy, Commissioner, Pennsylvania State Police, and Chief Preston Price of Harrisburg, meeting chairman.

Local Police in State Discuss Their Role In Race Problem in Series of 9 Institutes

The state's first institute on "Police Responsibility in Race Tension and Conflict," held May 3 at the State Police Academy in Hershey, has been followed by 9 regional institutes for local police officers.

Like the state meeting, the regional institutes were sponsored by the Pennsylvania Chiefs of Police Association, the Pennsylvania State Police and the National Conference of Christians and Jews, plus regional units of the Chiefs of Police Association.

Speaker-consultants who interpreted interracial change at the 9 regional meetings were Dr. Harold A. Lett, consultant for the National Conference of Christians and Jews on police-community relations; Ernest C. Cooper, Executive Director of the Urban League of Cleveland, and Andrew G. Freeman, Executive Director of the Urban League of Philadelphia.

The police role in community conflict

situations was discussed at each of the regional institutes by State Police Commissioner E. Wilson Purdy, or, when his schedule did not permit him to attend, by Deputy Commissioner Frank McKetta or Colonel John I. Grosnick, Chief of Staff.

The location and schedule of the 9 regional institutes follows:

June 1, Trevoze; June 2, Reading; June 3, Dillsburg; June 17, Allentown; June 18, Wilkes-Barre; June 19, Williamsport; June 22, Meadville; June 23, Pittsburgh; and June 24, Altoona.

Speakers at the Hershey conference in May were Roy Wilkins, Executive Director of the National Association for the Advancement of Colored People; Robert R. J. Gallati, Assistant Chief Inspector of the New York City Police Department, and Dr. Louis A. Radelet, Director of the National Institute of Police-Community Relations at Michigan State University.

Guide to School Integration Set

(Continued from Page 1)

prevent discrimination and to promote better understanding among all racial, religious and nationality groups.

Educational institutions have the responsibility to prepare citizens for full participation in a democratic society. To achieve this most effectively, public education must not be segregated. The U. S. Supreme Court in 1954 stated that segregated education in the public schools is inferior education and therefore unconstitutional. This principle underlies our constitutional form of government and holds much of the promise and hope of American democracy.

In light of these considerations, the Pennsylvania Human Relations Commission issues the following affirmative action policy on education.

PART I

Guidelines for Fuller Integration of the Elementary and Secondary Public Schools

The Commission endorses the goal of integration as essential to sound education and our democratic way of life.

The problem of educational institution policy and practice is how to involve minority group persons into complete membership in the student body and faculty. The problem is aggravated by de facto school segregation caused principally by discrimination in housing and by large numbers of Negroes living in segregated areas. The racial imbalance which results in many of the public schools of Pennsylvania from discrimination and de facto segregation makes difficult if not impossible the most effective antidote to discrimination, namely, person-to-person contacts across group lines between teachers and classmates from various racial, religious and nationality cultures.

Even when school segregation is the result of housing conditions and not because of deliberate discrimination, the Commission feels it necessary that affirmative steps must be taken by boards of public school districts to alleviate racial imbalance, regardless of its cause. Positive, corrective measures are often feasible and it is not justifiable for boards of public school districts to take refuge in the fact that the original condition of segregation is not of their making.

To help eliminate de facto segregation and to accelerate total integration, the boards of education of the public school districts throughout Pennsylvania should observe the following guidelines:

1. Every public school district must strive to foster desegregation and integration of schools and to improve the quality of school programs and teaching to the highest educational level. The purposes of desegregation and improved quality education are interdependent and must be pursued simultaneously. Efforts to achieve integration should never be conducted so as to diminish the quality of education. Educational improvement programs in public schools should include the elimination of overcrowding, plans for smaller classes, pre-primary programs for all children, special schools and programs for maladjusted and slow learning pupils, special educational en-

richment programs for pupils disadvantaged by poor social and economic environment, and expanded and improved counseling, guidance and tutorial motivational programs for both pupils and their parents.

2. Each public school should enroll pupils from varied backgrounds to the fullest possible extent. Public school enrollment should be a part of a comprehensive plan for the entire school district rather than proceed in terms of local neighborhood interests.

3. Boundary lines within public school districts should be redrawn to effect integrated student bodies.

4. The erection, purchase, acquisition or use of buildings for public school purposes should be in areas which will promote integration.

5. Wherever possible, public school districts should attempt to utilize the Princeton Plan, the "4-4-4 Plan" or similar plan by which all pupils of the same grade are assigned to the same public school building or buildings.

6. Overcrowding in segregated public schools which results in short time schedules or part time school days should be eliminated by the assignment or transfer of pupils to under-utilized schools, without requiring the consent of parents. Such assignment or transfer should be used to promote public school integration and not to perpetuate de facto segregation. Such transfers should not result in segregated public schools even where facilities are adequate.

7. Inadequate and outmoded public school buildings and physical facilities which are unsuitable for modern school operations either should be repaired and improved or closed, and pupils from such school buildings should be transferred to integrated schools with good educational facilities and in such manner as not to create islands of segregation in new locations.

8. Future public school development plans should give consideration to the educational park or complex concept, which consists of several school buildings located in one area and attended by all public school pupils in that area.

9. Complete integration of public schools requires the integration of faculties as well as pupils. Concentration of Negro teachers in public schools with a large percentage of Negro pupils should be avoided and the assignment of Negro teachers to public schools with a large percentage of white pupils should be encouraged.

10. Boards of public school districts which have never employed or which have employed only token numbers of Negro teachers should take affirmative action to seek applications from such teachers.

11. Boards of public school districts are encouraged to employ community relations experts as an integral part of their staffs.

12. State Teachers Colleges and other teacher training institutions should include courses in human relations and intercultural education. Similarly, in-service training for and staff orientation of public school teachers, guidance counselors, public school psychologists and other staff personnel should include such courses.

13. Public school textbooks and materials which misrepresent or ignore the contributions of minority group people to our democratic society should be replaced with textbooks and materials which properly treat such matters.

14. All public school pupils should be involved in curricular and extracurricular activities which provide the greatest possible sharing of experiences among pupils of varied racial, religious and nationality backgrounds.

15. The busing of public school pupils at school expense should be encouraged as a means, but not as a permanent solution, to relieve overcrowded conditions and to discontinue the use of outmoded and unsuitable school buildings.

Responsibility for ending segregation in the public schools rests upon boards of public school districts. The Pennsylvania Human Relations Commission has an obligation under law to take appropriate action wherever segregation exists and integration lags and will conduct periodic investigations to determine whether positive and effective steps are being taken to achieve these objectives.

PART II

Affirmative Action Policy Relative to Colleges and Other Educational Institutions Subject to the FEO Act

The Commission believes that post-secondary, vocational, trade and other schools of higher learning have an affirmative duty to enroll applicants from varied racial, religious and nationality backgrounds. The Pennsylvania Human Relations Commission issues the following affirmative action policy as guidelines for such educational facilities:

1. Every college and university should take affirmative steps to recruit qualified applicants from minority groups for student admission and faculty positions by soliciting such applications publicly.

2. Teacher training colleges should make special efforts to place non-white as well as white graduates as teachers and staff members in educational institutions.

3. Teacher training colleges should include as an integral part of the curriculum, courses in human relations and intercultural education.

4. Schools in this category should encourage and promote curricular and extracurricular activities to involve the greatest possible sharing of experiences among students of varied racial, religious and nationality backgrounds.

5. Every college and university should take affirmative steps to require fraternities and other student organizations to accept students without regard to their race, religion or national origin, unless such student organization is founded for the express purpose of assisting or ministering to students of a particular religion.

6. Dormitories and other housing and boarding facilities operated by schools in this category shall be administered without discrimination; and schools in such category shall require that private housing accommodations be available to all students without discrimination on account of race, religion or national origin.

7. In schools of this category, health, recreational, placement and other school-related services and facilities shall be available to all students without discrimination on account of race, religion or national origin.

Speakers, Films Available

Program chairmen of Pennsylvania organizations may obtain speakers and films from the Commission for fall and winter program scheduling.



Faculty members at the Allenberry human relations seminar included (left to right) Max Birnbaum, educational consultant, American Jewish Committee; Dr. Kenneth D. Benne, director of the Human Relations Center at Boston University; Dr. Don A. Orton, president of Leslie College, and Dr. J. Alfred Cannon, associate director of the Division of Social and Community Psychiatry, University of California at Los Angeles.

Cases Result in Jobs, Homes and Equal Service

Individuals got jobs, rented or bought homes and secured equal service in business places as a result of recent Commission action.

Successful case adjustments include the following:

Employment

—A Negro woman who was referred by a business school for a job as a key-punch operator charged that she was denied employment because of her race. Investigation confirmed the charge and showed that three white persons who applied later were hired. Job openings still were available and the complainant was hired.

—A 46-year-old man charged that he was refused a job because of age. Although investigation showed that he was rejected on the basis of a job qualification, the personnel officer improperly told him that he was "looking for a younger man." As a result, the company voluntarily offered employment to the complainant.

Housing

—A builder was charged by a Negro couple with refusing to sell them a house in a new suburban development because of their race. He admitted he did not want to build them a house because of his fear of financial loss. In conforming to the law, builder agreed to and did build a house for the couple in the development.

—A Negro charged that he was denied the rental of an apartment because of race. The building superintendent admitted the rejection, saying it was because he did not know whether the owner approved. Although the complainant decided the apartment did not meet his requirements, apartments in the building were rented to two other Negro families.

Public Accommodations

—A tavern refused service to Negroes except on a "take-out" basis. The owner agreed to serve all patrons and the complainant later received courteous service.

—A barber who refused to cut the hair of a Negro agreed to change his policy after being informed of the law. The complainant returned and was served without incident.

—A Negro woman was refused service in a beauty salon, whose owner said she feared it would hurt her business. Informed of the law, she agreed to serve the complainant, who now is one of her regular customers.

Techniques for Teaching Human Relations Studied by State's School Administrators

Techniques for teaching human relations in Pennsylvania schools were studied by 54 persons who enrolled in a

school administrators' seminar May 7 to 9 in Allenberry at Boiling Springs.

Attending were 16 superintendents and 31 human relations coordinators. They represented 26 of the state's 32 first and second-class school districts. Also present were educators from 5 county school offices and representatives of sponsoring agencies.

The seminar, first of its kind in the nation, was sponsored by the Commission and the Department of Public Instruction. Official cooperating organizations consisted of the four major educational associations of the state: Pennsylvania Association of Chief School Administrators, Pennsylvania State Education Association, Pennsylvania School Boards Association and Pennsylvania Congress of Parents and Teachers.

The luncheon opening the three-day seminar was addressed by Secretary of Labor and Industry William P. Young, Commission Chairman Harry Boyer and Dr. Neal V. Musmanno, Deputy Superintendent of Public Instruction.

Business Places Listed

A list of business places subject to the Human Relations Act is contained in the Commission pamphlet entitled "Equal Service."

Chester School Public Hearings

(Continued from Page 1)

Two present junior high schools would be combined with two elementary schools to constitute a four-plant central junior high school serving the entire city, two other schools would be converted into intermediate or middle schools serving all fifth and sixth graders, while all pupils in kindergarten through fourth grade would attend primary schools in their neighborhoods.

The long-range goals of Dr. Wolff's plan would provide a guide for new construction over a period of several years, improve educational opportunities through consolidation and end segregation at all grade levels.

At the close of the hearings, the Commission announced that all testimony would be studied and that meetings with the school board and the civil rights groups would be held in order to arrive at a constructive solution.



Senior Citizens Month in Pennsylvania was observed in May. Governor William W. Scranton is shown at the signing of a proclamation, surrounded by officials of state agencies which administer specific programs for the aged. Seated are John Clark (left), Director, Pennsylvania State Employment Service, and Pat Jinliano (right), Deputy Secretary of Labor and Industry. Standing (left to right) are Elias Cohen, Commissioner, Office for the Aging, Public Welfare Department; John H. Berkley, Regional Coordinator, Advisory Board on Problems of Older Workers; Elliott M. Shirk, Executive Director, Pennsylvania Human Relations Commission, and Norman V. Lourie, Deputy Secretary of Public Welfare.

Budget Hike Permits More Staff

The budget increase approved by the Legislature will permit the Commission to increase its staff from 53 to 82 during the 1964-65 fiscal year.

The new budget of \$655,878 includes

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1506 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

an increase of \$210,000 recommended by Governor William W. Scranton in his budget and State of the Commonwealth message to the General Assembly in January.

Governor Scranton told members of the Legislature that the increase would enable the Commission to nearly double the professional staff which works, in the Governor's words, "to head off racial conflicts before they can begin."

About a dozen new field representatives are expected to start work soon after the beginning of the new fiscal year on July 1, and others will be selected as quickly as possible after a new civil service list is completed.

The new staff of 82 will include 60 professional staff members and 22 clerical workers.

The additional field representatives will greatly strengthen the Commission's ability to deal with potentially dangerous tension situations throughout the state, and to speed up the investigation and adjustment of individual complaints.

Yardley Barber Shop Will Be Open to All

The Commission announced on June 12 that the public hearing in the case of Millard C. Mitchell vs. Charles Lee, individually and doing business as The Charles Barber Shop and also Charles Lee's Haircutting Club, scheduled for June 19th, had been cancelled, the parties having consented by written stipulation, in accordance with the Commission Regulations, that the public hearing be waived and that a consent order be entered by the Commission.

The Commission on June 12 issued such a consent order, under which Mr. Lee's barber shop in Yardley will henceforth be open to the complainant and the general public.

Commission Attains Full Membership

For the first time since its enlargement to 11 members, the Commission now stands at full strength.

Newest member of the Commission is S. D. Roberts of Allentown, who was appointed by Governor Scranton and confirmed by the Senate for a term expiring February 21, 1967.

Mr. Roberts is superintendent of industrial and labor relations at the Allentown Works of Western Electric Company. He also is active in Chamber of Commerce committee work and as President of the Men of Central Moravian Church of Bethlehem.

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Commonwealth of Pennsylvania

William W. Scranton, Governor

Department of Labor and Industry

William P. Young, Secretary

Human Relations Commission

Harry Boyer, Chairman

Rev. James B. Cayce

Samuel H. Daroff

Edward M. Green

Matthew H. McCloskey, III

Rev. Arnold D. Nearn

Edward G. Petrillo, Esq.

Mrs. Florence S. Reizenstein

S. D. Roberts

Paul A. Simmons, Esq.

Joseph X. Yaffe, Esq.

Elliott M. Shirk, Executive Director

1964
September
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Commission Executive Director Elliott M. Shirk (right) helps to place books for Chester aboard a "Cavalcade of Culture" truck in Harrisburg early in August. State Librarian Ernest E. Doerschuk opens a book in front of the sign, held by Charles H. Ness, Director of Reader Services at the State Library, while Secretary of Public Welfare Arlin M. Adams inspects one of the books. Secretary Adams is chairman of the State Council for Human Services, of which Mr. Shirk is a member. The Council assisted the Greater Chester Movement in establishing and stocking a new library in Chester.

Commission Busy Helping Chester

Helping Chester and the problems of its citizens has been occupying much of the Commission's attention, especially during the past six months.

Public hearings into charges of de facto segregation in the city's public school system are well known throughout Pennsylvania.

Less well-known, but equally important to Chester, is the role of the Commission in plans to promote a rejuvenation of the city, its economy and its people.

The Commission's public hearings in the Chester School Board case were completed on September 29.

At the eighth and final hearing in the series, the Commission heard testimony concerning the School Board's reasons for opposing a school desegregation plan recommended by Dr. Max Wolff of New Rochelle, N. Y.

Dr. Wolff is an expert on school integration who testified for the Commission on June 11. He also was present at the final public hearing to defend his plan and to explain its operation.

At the seventh day of public hearings on September 17, Superintendent Charles D. Long testified concerning the fall term enrollment of white and Negro pupils

(Continued on Page 2)

Equal Housing Guideline Issued By Commission

A blueprint for achieving equality of opportunity in housing has been drawn by the Commission.

The guideline is in the form of a statement of policy on affirmative action in housing. It was adopted at the Commission's September meeting.

Six points are set forth in the plan for implementing the state's policy against discrimination because of race, color, religion, ancestry or national origin in the sale, rental or financing of private housing.

The text of the Commission's policy statement is carried on Page 2.

Agreement Signed With Federal Unit

A memorandum of understanding on the handling of complaints of employment discrimination has been worked out between the Pennsylvania Human Relations Commission and the President's Committee on Equal Employment Opportunity.

The agreement provides for close cooperation between the Commission and the President's Committee in the area of equal employment opportunity, especially with respect to complaints where there is common jurisdiction.

Signing the agreement were Harry Boyer, Chairman of the Pennsylvania Commission, and Hobart Taylor, Jr., Associate Counsel to the President and Executive Vice Chairman of the President's Committee.

The agreement calls for exchange of complaint information, for the designation of liaison officers and for cooperation in the investigation of complaints where this is feasible under relevant laws and regulations of the two agencies.

Film Explains FEPC Law

The provisions of Pennsylvania's fair employment practice law are illustrated in a 17-minute color film entitled "The FEPC Law and You," available for free loan to employers, schools, churches and civic groups.

DOCUMENTS SECTION

Statement of Policy: Affirmative Action in Housing

(The following statement of "Affirmative Action Policy on Housing" was adopted by the Commission at its meeting of September 17, 1964:)

The Pennsylvania Human Relations Commission has the duty under the laws it administers to assure equality of opportunity to all individuals to secure housing commensurate with their needs, desires and economic abilities. To implement this duty, the Commission recommends that operators of housing accommodations take deliberate steps to include among their potential buyers and renters persons theretofore excluded because of their race, religion or national origin.

The builders, developers, sellers, financiers, managers, operators and owners of housing accommodations have the responsibility to market and make available such housing in a manner which allows all individuals to fully exercise that opportunity assured by law.

The Pennsylvania Human Relations Commission accordingly issues the following affirmative action policy on housing.

Private Housing

The term "Private Housing" used in this Statement is intended to apply to all housing accommodations subject to the provisions of the Pennsylvania Human Relations Act and referred to in that Act as "commercial housing". "Private Housing" therefore means any housing accommodations being offered for sale or rent to the general public, other than those in a single or duplex building which is owner-occupied.

Housing practices have produced two separate markets in the sale, rental and financing of private housing, one which services whites and the other Negroes. Their offerings, operations and services are separate and unequal. The problem in private housing is how to combine these two markets into one in dealing with the total public.

In Pennsylvania, public policy has declared by law that there shall be no discrimination because of race, religion or national origin, in the sale, rental or financing of private housing.

Guidelines Listed

To combine these markets and better implement this public policy, operators, sellers, producers and owners of private housing should observe the following guidelines:

1. Producers of housing should covenant among themselves to operate on an open occupancy basis. The probability of any one being put in an advantageous competitive position through engaging in unfair housing practices will thus be reduced.

2. Unfounded fears, false rumors and misinformation are responsible for a considerable amount of the reluctance to observe fair practices in the housing market. The housing industry in its own interest should therefore actively cooperate in the dissemination of factual information to members of its own industry and to the consumer public.

3. Personnel of housing and financing firms should be thoroughly instructed in how to deal impartially with the public, including special training for serving minority groups.

4. Housing firms should employ qual-

ified minority group persons in sales and administrative capacities.

5. To create a better informed consumer public, real estate firms should cooperate with the Commission by distributing pertinent information concerning the fair housing law to the public.

6. Housing industry associations should endorse open occupancy housing through resolutions or policy statements.

Commission Busy Helping Chester

(Continued from Page 1)

and the location of white and Negro teachers.

Mr. Long's figures showed that changes in some school boundaries and a busing program have resulted in a more evenly balanced distribution of Negro pupils, and that the faculties of five more elementary schools had been integrated.

Public hearings in the case were to have ended after six days of testimony in May and June, but the additional sessions were scheduled following an unsuccessful adjustment attempt by the Commission on July 17.

On that occasion the Commission met for five hours with members of the School Board and the three civic groups, hoping to find areas of agreement for a solution to the problem. The civic groups represented were the Chester Branch of the National Association for the Advancement of Colored People, the Chester Committee for Freedom Now and the Chester Parents Association. Chester Mayor James H. Gorbey also attended.

The Commission's other role in Chester is in connection with the Greater Chester Movement, which is designed to provide more jobs, improved education and better housing and recreation for all residents.

Commission Executive Director Elliott M. Shirk serves as a member of the State Council for Human Services, which has been assisting officials of the Greater Chester Movement in their spirited drive to put Chester back on its feet—economically and otherwise.

The Commission has contributed to this program by assigning staff to help implement the plans of the Greater Chester Movement, and to work with both state and city officials in carrying out specific projects for rejuvenating the city.



Dr. A. R. Henderson

New Chairman of McKeesport Unit Is Dr. Henderson

Dr. A. R. Henderson is the new chairman of the McKeesport Advisory Council to the Commission, succeeding Joseph Odorich, who had resigned.

Dr. Henderson has been a member of the McKeesport Advisory Council since November 1960. At the time of his appointment he was serving as president of the McKeesport Branch of the National Association for the Advancement of Colored People.

The new Advisory Council Chairman began the practice of medicine in McKeesport soon after receiving his medical degree from Meharry Medical College in 1956, and now is associated with Western Psychiatric Institute in Pittsburgh.

The McKeesport Advisory Council is an important part of the Commission's educational program. Its purpose is to help promote greater acceptance of the principle of equal opportunity in employment, housing, education and places of public accommodation.

3-Year Bid of Negro Teacher Ends Happily

A Negro teacher addressed a freshman English class at Connellsville Joint Junior High School on August 31, marking the happy end to a nearly-three-year effort to become an instructor in the school system.

The new teacher is Mrs. Jane McPherson, who was hired by Connellsville Joint School Board on July 27, receiving unanimous approval from the board.

Her appointment came during a recess in a public hearing being conducted by the Commission.

The proceeding had been scheduled by the Commission at the request of the Dauphin County Court of Common Pleas, which had been considering an appeal from an order of the Commission.

Following a public hearing in May 1962, the Commission ruled that the School Board had discriminated against Mrs. McPherson because of her race and had ordered it to hire her as an English teacher.

Mrs. McPherson previously worked part-time in the Connellsville City School System, where she taught classes in enriched English. She holds a bachelor of science degree in education from West Virginia State College and took advanced work in English at the Universities of Michigan, Pittsburgh and West Virginia in order to secure a master of arts degree.

Employment Pamphlet Available

"Fair Employment" is the title of a pamphlet summarizing the fair employment practice law in effect in Pennsylvania.

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Mrs. Elizabeth G. Henderson, the Commission's Director of Compliance, is shown conducting a training class for staff members in September. With Mrs. Henderson (left to right) are Field Representatives James Slaughter, Miss Genevieve Dilts and John R. Lewis. Mr. Slaughter and Mr. Lewis work in the Commission's Philadelphia office; Miss Dilts is assigned to the Harrisburg office.

Role of Local Government in Dealing with Tension Situations Is Theme of Conference

"Local Government Responsibility in Racial and Community Tensions" is the theme of an institute to be held November 8 and 9 at the State Police Academy in Hershey.

The Commission is one of the sponsors of the unique meeting, designed to broaden the understanding of local officials in dealing with intergroup problems.

Other co-sponsors of the conference are the Pennsylvania League of Cities, the Pennsylvania State Association of Township Supervisors, the Pennsylvania State Police, the Pennsylvania Chiefs of Police Association and the National Conference of Christians and Jews.

In a letter of invitation to administrative officials of Pennsylvania cities, boroughs and townships, Governor William W. Scranton said the conference would help them "to preserve good relationships among all groups in our communities."

Principal addresses at the two-day meeting will be given by George Schermer, former executive director of the Philadelphia Commission on Human Relations, and Dr. John A. Morsell, assistant executive secretary of the National Association for the Advancement of Colored People.

A panel discussion on "How Can Local Government Officials Meet the Challenge of Community Tension and Intergroup Relations Problems" will feature John G. Feild, Director of the Community Relations Service of the United

States Conference of Mayors; Colonel E. Wilson Purdy, Commissioner of the Pennsylvania State Police; Commission Executive Director Elliott M. Shirk and Mr. Schermer.

Others who will take part in the program are Francis J. Schafer, Executive Director, Pennsylvania Chiefs of Police Association; Richard G. Marden, Executive Director, Pennsylvania League of Cities; Milton W. Delancey, Executive Director, Pennsylvania State Association of Township Supervisors; Dr. Charles F. Leedecker, Executive Director, Pennsylvania State Association of Boroughs, and Daniel B. Michie, Jr., Chairman of Police-Community Relations in the Philadelphia Regional office of the National Conference of Christians and Jews.

Governor Scranton will address the closing session of the institute, which is expected to enroll some 200 local government officials.

Daroff, Yaffe Reappointed To New Terms on Commission

The reappointment of two Commission members was announced September 17 by Governor William W. Scranton.

Named for new five-year terms were Samuel H. Daroff of Philadelphia, secretary-treasurer of H. Daroff & Sons, clothing manufacturers, and Attorney Joseph X. Yaffe of Wyncote, a partner in the Philadelphia law firm of Yaffe and Gould.



Mrs. Florence Melitzer (right), a Commission field representative, is shown assisting a committee of the Human Relations Council of Greater Harrisburg in planning a meeting on the topic of "White Backlash." The meeting, held in September, included a role-playing demonstration in which a participant was Frank Davis, the Commission's director of publicity and information.

Rumors of Race Riots Are Spiked

Rumors of impending race riots swept through a half dozen or more Pennsylvania cities during the week preceding Labor Day. The Commission was active in helping to investigate these stories and to reassure citizens.

In the state capital, Commission Deputy Director Milo A. Manly and Harrisburg Chief of Police C. Preston Price addressed a hastily-called meeting of local civic leaders.

They told the group that every report of "outside agitators coming to Harrisburg" had been investigated and proved false.

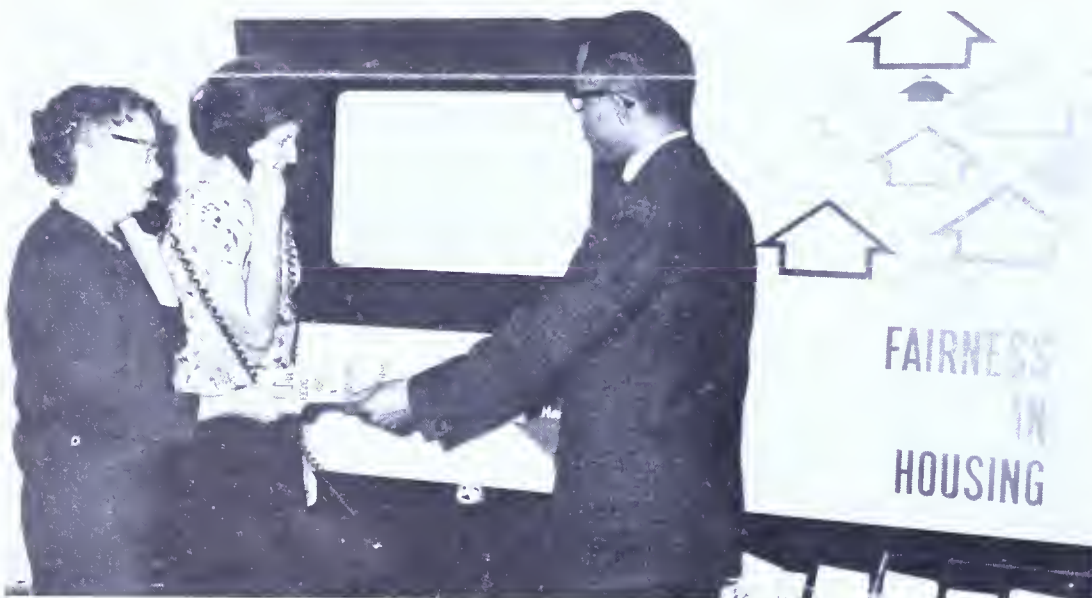
They also advised that citizens could help reduce tension by not repeating

rumors, and by reporting any first-hand observations to the police.

This action appeared to quell the rash of rumors and earned editorial praise from Harrisburg's two daily newspapers.

In the City of Reading, another of the communities hit by rumors of race riot, the Inter-Religious Committee on Race of Reading and Berks County called a meeting of news media officials to discuss guidelines for handling future tension situations in a constructive fashion.

Frank Davis, the Commission's director of publicity and information, acted as a consultant at the Reading meeting, which was attended by representatives of all the newspapers, television and radio stations serving residents of the area.



Educating citizens toward a better understanding of Pennsylvania's fair housing law is the purpose of a new Commission display unit. Director of Housing William M. Cousins gives pamphlets to Mrs. Marion Bender (left) and Miss Edith Weikel, Commission secretaries who visited the exhibit when it was unveiled in the Labor and Industry Building in Harrisburg.

Commission Helps At NAM Workshops

Two Commission staff members assisted the National Association of Manufacturers during workshops on the fair employment practice provisions of the new U. S. Civil Rights Act.

General Counsel Nathan Agran participated in the session for industrial personnel officers from Eastern Pennsylvania held September 9 in Philadelphia.

Robert Odell, Jr., Pittsburgh Regional Office supervisor, represented the Commission at the workshop for Western Pennsylvania, held September 18 in Pittsburgh.

At both sessions the Commission's relationship to the new federal fair employment practice program was analyzed and discussed.

McCloskey Named to Catholic Human Relations Commission

Commissioner Matthew H. McCloskey III recently was appointed to an 11 member Commission on Human Relations for the Roman Catholic Archdiocese of Philadelphia.

The new unit of the church will work with other organizations of good will concerned with race relations, and will serve as a Catholic liaison for inter-faith and inter-group activities.

Mr. McCloskey also is president of Serra International, an organization of Catholic business and professional men organized to promote vocations to the priesthood and religious life.

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Chester Ordered to Desegregate Schools

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Harrisburg, Pa.

December, 1964



Officials of some of the sponsoring groups are shown at the Institute on Local Government Responsibility in Racial and Community Tensions November 8-9 in Hershey. Left to right are Commission members Edward M. Green and Mrs. Florence S. Reizenstein, Dr. Charles F. Leedecker of the Association of Boroughs, H. A. Thomson of the Association of Township Supervisors, keynote speaker and human relations consultant George Schermer, Attorney Daniel B. Michie, Jr., of the National Conference of Christians and Jews, Milton W. DeLancey of the Association of Township Supervisors, Albert L. Hydeman, Jr., of the League of Cities and State Police Commissioner E. Wilson Purdy.

The Commission on November 20 ruled unanimously that Chester School District had violated the Pennsylvania Human Relations Act, and ordered the school board to take action to end segregation and discrimination in the city's public school system.

Highlights of the Commission's decision in the Chester school case are presented on Pages 2 and 3.

The Commission's Final Order against Chester School District followed eight days of public hearings in the case, all of them held at Pennsylvania Military College in Chester. The public hearings resulted in 1,550 pages of testimony and 66 exhibits.

Governor William W. Scranton and Attorney General Walter E. Alessandrini initially requested that the Commission conduct public hearings to bring to an end a series of demonstrations in Chester which had resulted in mass arrests and which threatened to become an emergency situation.

The demonstrations ceased when the Commission's public hearings were started on May 4.

Because of the importance of the case, all members of the Commission participated in the proceedings. In addition to hearing eight days of testimony, the Commission conducted a conciliation meeting prior to the final two days of public hearing, and spent many meetings reviewing testimony and discussing the substance of its Final Order.

The case in support of the complaint was presented by Nathan Agran, Esq., the Commission's General Counsel, and Arthur C. Thomas, Esq., Deputy Attorney General.

Chester School District was represented by Guy G. deFuria, Esq.

At a meeting November 30, Chester School Board voted unanimously to appeal the Commission's order to the Dauphin County Court of Common Pleas, which hears appeals from rulings by administrative agencies of the state.

help local committees organize and carry out workshops on local responsibility in race relations, using the format of the state Institute if desired, but tailoring the sessions to meet local conditions and needs.

The planning committee will give priority to communities with sizeable non-white populations, but is interested in helping officials and leaders of any locality who want to hold a workshop in their community.

Promotion of the plan for local work-
(Continued on Page 3)

Plan Announced to Assist Local Officials In Holding Workshops on Race Relations

Enthusiasm generated at the Institute on Local Government Responsibility in Racial and Community Tensions Nov. 8 and 9 at the State Police Academy in Hershey has produced follow-up action.

The Commission and the six other organizations which sponsored the highly successful Institute have adopted a plan to encourage and to give assistance to communities interested in holding local workshops for municipal officials and community leaders.

A total of 240 city, borough, township and state officials took part in the recent

Institute, and a majority of those answering a questionnaire at the conference said they felt it would be helpful to hold similar meetings on a localized basis.

This belief was shared by officers of the sponsoring organizations: Pennsylvania League of Cities, Pennsylvania State Association of Boroughs, Pennsylvania State Association of Township Supervisors, Pennsylvania State Police, Pennsylvania Chiefs of Police Association, National Conference of Christians and Jews and the Commission.

As a result, the decision was made to

Violations of Law, Terms of Final Order by

Following are the highlights of the Commission's ruling in the case concerning charges of racial segregation and discrimination in the public schools of Chester, Pennsylvania:

The Commission's Final Order, issued November 20, 1964, concluded that Chester School District has committed and continues to commit unlawful discriminatory practices in violation of the Pennsylvania Human Relations Act, and that these practices deprive Negro residents of Chester of their civil rights.

The Commission ruled that Chester School District maintained segregated, all-Negro schools within its system, and identified other actions of the school district as specific violations of the law.

Two of the charges in the complaint against the school district were dismissed: a charge of discrimination in the use of textbooks which do not treat adequately or ignore entirely the contributions of the Negro to the American scene, and a charge of discrimination in failing to appoint Negroes to supervisory and administrative positions in the system.

Regarding textbooks, the Commission said that no other textbooks are available yet, and noted that Chester School District has made plans to purchase improved textbooks when they are available.

As a result of its finding that Chester School District was in violation of the Human Relations Act in maintaining segregated all-Negro schools and in engaging in certain other practices listed elsewhere on this page, the Commission ordered the school district to cease and desist from such practices and to take specified action to carry out the purpose and intent of the Human Relations Act. These provisions are summarized on the opposite page.

The Commission urged that Chester School District, in formulating a desegregation plan for the school system, give careful and serious consideration to a number of possibilities and guidelines which it listed. These include a recommendation that the plan, when submitted, give detailed information and state a definite timetable.

The Commission emphasized in the introductory section of its Final Order that it is not attempting to supersede Chester School Board in its duties, and noted that the duties of both the school board and the Commission had been granted and defined by the Legislature.

The Commission said it has the duty and power to order Chester School District to desegregate all-Negro schools in

an expeditious and satisfactory manner and according to a definite timetable. However, the Commission said it would not prescribe the method by which the school district is to desegregate these because, in the language of the ruling, "Chester School Board alone must decide that important matter."

The Commission also noted that its order against Chester School District is consistent with the aims and goals of the Greater Chester Movement, which promises to create a modern, progressive and

Violations in Chester Case

Actions of Chester School District listed below were cited in the Commission's Final Order as specific violations of the Pennsylvania Human Relations Act:

1—Maintaining segregated, all-Negro and substantially all-Negro public schools within its school system.

2—Establishing public school zones which confine Negro pupils to all-Negro schools.

3—Failing to make kindergartens available in sufficient number to accommodate the children of Negroes living in Chester.

4—Assigning only Negro teachers and only Negro clerks to all-Negro public schools.

5—Permitting the physical condition of the all-Negro school buildings to be inferior to that of other school buildings in its system.

6—Failing to accept or adopt any affirmative plan whereby the public schools it administers will be effectively desegregated within a reasonable time.

vibrant community, and declared that the desegregation of the public school system in Chester will benefit all residents of the city by raising the educational quality and the standards of Chester School District.

In answering the argument of Chester School District that residential patterns are responsible for Chester's segregated public schools, and that the school district has no legal duty to attempt to desegregate the all-Negro schools, the Commission made these points:

1—If, as stated by the Supreme Court "separate educational facilities are inherently unequal," it would not matter whether Chester School District intentionally created the condition; the harmful effects of the all-Negro schools would be felt by Chester pupils in either event.

2—Segregation in fact (de facto segregation) must be dealt with by Chester School District as an educational problem because the education offered in all-Negro schools is inherently unequal to that offered in desegregated schools.

3—Segregation of public schools in Chester is not entirely accidental.

"There is much evidence," the Commission stated, "that Chester's segregated schools are at least partly the result of racial motivation on the part of the respondent."

In support of this conclusion, the Commission cited the following points:

—For many years, until about 1954 Negro pupils were required to pass nearby schools and attend all-Negro schools farther away.

—Several of the all-Negro elementary schools and Douglass Junior High School have been racially segregated as to principal, staff, pupils and teachers for many decades.

—The school district has not in any way attempted to change boundary lines from year to year so as to prevent the perpetuation of the all-Negro schools.

—After William Penn School was built, Negro pupils living in that area were permitted to cross the William Penn boundary lines in order to attend the all-Negro Dewey-Mann School.

—At least one white pupil living within the zone established for the Dewey-Mann School has been crossing the

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1506 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

Commission in Chester School Bias Case

Dewey-Mann boundary lines to attend the William Penn School.

—On May 4, 1964 Chester School Board changed the boundary lines of the Dewey-Mann School by eliminating therefrom an all-white section of Chester and adding it to the William Penn zone.

—Only Negro teachers and only Negro clerks have been assigned to all-Negro schools.

—There never has been a policy of open enrollment in the school system.

—The 13 members of the school district's supervisory and administrative staff are all white.

—Only Negro orthogenic backward pupils are assigned to the all-Negro Dewey-Mann School.

—The all-Negro school buildings have been noticeably inferior to other school buildings in toilet facilities, bad lighting, lack of paint, broken plaster and generally poor maintenance.

—Only Negroes among the tuition pupils attending Chester public schools from outlying school districts are assigned to the all-Negro Douglass Junior High School.

—Of the five kindergartens in existence, only one is conducted at an all-Negro school; the other four are conducted at substantially all-white schools.

—The school district has failed to adopt or approve any effective plan with a timetable, to desegregate the all-Negro and substantially all-Negro public schools in Chester.

The report also noted the following:

“The Commission sat as a body during all hearings in this case and has the distinct impression that the respondent, while showing a willingness to eliminate all-Negro and all-white faculties, to bus Negro children in order to alleviate overcrowding, to supply remedial teachers for Negro pupils and to spend money to

repair outmoded and old all-Negro school buildings, has consistently been unwilling and still appears to be unwilling to meet the main and crucial issue involved in this controversy, that of desegregating the all-Negro schools in Chester at the earliest possible and practicable time.”

Plan Announced On Race Relations

(Continued from Page 1)

shops got under way in December, with representatives of the Commission making exploratory contacts with local public and private human relations agencies concerning their assessment of interest in a workshop in their communities.

When the top government official of any community indicates a desire to hold a workshop, all of the organizations which sponsored the Hershey meeting have agreed to co-sponsor and otherwise help local officials and community leaders plan and conduct the session.

However, it has been emphasized that a local planning committee will be in charge of the program and arrangements for each community's workshop.



Lieutenant Governor Raymond P. Shafer addressed the closing session of the Institute on Local Government Responsibility in Racial and Community Tensions. The Lieutenant Governor termed racial tensions the No. 1 problem of the state and nation. He said the problem can be solved through planning and teamwork.

Terms of Chester School Order

Terms of the Commission's Final Order against Chester School District direct school officials to take the following action:

1—Cease and desist from assigning only Negro teachers to those public schools whose faculties are entirely Negro.

2—Cease and desist from refusing to assign or transfer a white teacher to a public school whose faculty is entirely or almost entirely Negro unless the white teacher expresses a willingness to be assigned or transferred to that school.

3—Cease and desist from assigning only white teachers to Stetser Elementary School and to Wetherill Elementary School.

4—Cease and desist from assigning only Negro bookkeepers, stenographers and clerks to the all-Negro Douglass Junior High School and to Dewey-Mann, Franklin, Washington and Watts Elementary Schools.

5—Take immediate steps to establish kindergartens at the following all-Negro elementary schools: Dewey-Mann, Franklin and Watts.

6—Take immediate steps to desegregate effectively the all-Negro Douglass Junior High School, and the following all-Negro or substantially all-Negro elementary schools: Dewey-Mann, Franklin, Lincoln, Washington and Watts.

7—Take the following affirmative action which the Commission believes will effectuate the purposes of the Human Relations Act:

—Direct in writing all members of the school board, its agents, employees and interviewers concerning the recruitment, selection, hiring, assignment or transfer of teachers, bookkeepers, clerks and stenographers to comply with the Human Relations Act and the Commission's order.

—Furnish the Commission with copies of this directive, signed by each recipient to indicate its receipt by each of them.

—By December 31, 1964, submit to the Commission for approval a plan or plans for establishing kindergartens at Dewey-Mann, Franklin and Watts Schools, in order that the plan or plans may be implemented beginning no later than February, 1965.

—By January 31, 1965 submit to the Commission for approval a plan of desegregation for Douglass Junior High School and Dewey-Mann, Franklin, Lincoln, Washington and Watts Elementary Schools, in order that the plan may be implemented no later than the beginning of the 1965-66 school year.

—Notify the Commission in writing within 15 days of the receipt of the order as to the steps it has taken to comply with each of the provisions of the order.



Discrimination problems in schools were discussed by this panel at the Pennsylvania NAACP Conference October 23 in Washington. Left to right are Miss June Shagalloff, education specialist in the national office of the NAACP; Mrs. Sara D. Austin, chairman of the education committee of the state NAACP, and Richard B. Anliot, education director for the Commission. Executive Director Elliott M. Shirk spoke on the new Civil Rights Act at a meeting of legal redress chairmen and lawyers.

Commission Finds Builder Discriminated Against Negro Teacher Because of Race

The Commission in November ruled that a Delaware County homebuilder had discriminated against a Negro schoolteacher in refusing to sell him a house because of his race.

The builder is Donald P. McKay of 845 Parkridge Drive, Wallingford, whose principal place of business is at 3720 Garrett Road, Drexel Hill.

An order issued by the Commission said that McKay violated the provisions of the Human Relations Act in refusing to sell a house to Leon Frisby, a Negro, of Philadelphia. The house sought by Frisby is located at 850 Parkridge Drive, Wallingford.

In addition to ordering McKay to stop violating the law, the Commission directed him to offer to sell to Frisby the first house he has for sale or which he builds.

The Commission also ordered McKay to stop refusing to do business with Miss Margaret H. Collins or the real estate firm for which she works, Suburban Fair Housing, Inc., if such refusal is because the firm often represents Negroes.

The order followed a public hearing in the case October 2 in Media.

Evidence on which the Commission based its decision included the following:

—On July 14 (1964) McKay asked Miss Collins whether her client (Frisby)

was a Negro—an unlawful practice.

—When advised that Frisby was a Negro, McKay told Miss Collins he would not sell the property to a Negro because he lived across the street, because he had other lots for sale in the area and because the sale of the house to a Negro would hurt him financially.

—Frisby's offer of July 15 to pay the full asking price of \$31,900 was rejected by McKay on the excuse that the sales agreement did not adequately describe the property; the property was in fact sufficiently identified.

—Frisby's offer of July 24 to pay the full asking price of \$31,900 was rejected by McKay on the excuse that there was an outstanding agreement of sale with a DeVito family, when, in fact, there was no such agreement.

—On August 17 McKay signed an agreement to sell the property to a white couple at a price of \$30,500, and, on September 8 completed this transaction.

It was noted that McKay concealed from the complainants and the Commission the facts relating to the August 17 agreement of sale and to the September 8 conveyance by deed.

The Commissioners who conducted the public hearing termed the incident "a clear case of racial discrimination," and concluded that McKay took a loss of \$1,400 rather than sell to a Negro.

Housing Programs Being Coordinated

The programs of the Commission and the President's Committee on Equal Opportunity in Housing now are being coordinated under the terms of a "Memorandum of Understanding" signed by the two agencies in October.

The agreement provides for close cooperation between the two organizations in efforts to assure equal opportunity and a free choice of housing to residents of Pennsylvania. The agreement also is intended to avoid any duplication of effort.

Signing the Memorandum for their respective organizations were Harry Boyer, Commission Chairman, and Former Governor David L. Lawrence, Chairman of the President's Committee.

Under the provisions of the agreement, the two agencies exchange information pertaining to orders, rules, regulations, procedures and policy statements, designate liaison officers and cooperate and advise each other on all matters of enforcement and compliance.

Harrisburg Office Moved

The Commission's Harrisburg Regional Office was moved in November from the Labor and Industry Building to 301 Muench Street, Harrisburg.

Under the direction of Regional Supervisor John W. Flamer, the staff of the office carries out Commission programs in 39 counties in the central and northeastern sections of Pennsylvania.

Human Relations Report

Published quarterly by the
Pennsylvania Human Relations
Commission

Commonwealth of Pennsylvania
William W. Scranton, Governor
Department of Labor and Industry
William P. Young, Secretary

Human Relations Commission

Harry Boyer, Chairman
Rev. James B. Cayce
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Joseph X. Yaffe, Esq.
Elliott M. Shirk, Executive Director

APR 14 1965



Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa.



March, 1965

Several thousand persons listen intently as Governor William W. Scranton addresses a rally March 15 on the steps of the State Capitol. "We are determined," the Governor said, "that every American, wherever he lives, whatever his race or his religion, shall have the right to vote." The crowd responded with a burst of applause when he added: "And we are determined that he shall have that right, not someday, but NOW." Members of the Cabinet joined the Governor on the platform. Before and after the speaking program, civil rights demonstrators marched in front of Capitol.

Pennsylvanians Demand Vote for Alabama Negroes

Pennsylvanians—led by their Governor—have voiced a strong demand that Negro citizens in Alabama be allowed to vote.

Demonstrations, rallies, memorial services and marches have been held across the state. White and Negro residents of Pennsylvania have protested the violence and brutality with which Alabama government officials have suppressed attempts to protest this denial of an American citizen's most precious right.

Pennsylvanians have called on the President and the Congress to move

quickly to guarantee that no citizen, anywhere in the United States, will be denied an opportunity to vote because of the color of his skin.

Governor William W. Scranton spoke to several thousand persons gathered on the steps of the Capitol in Harrisburg on March 15.

"We are determined," Governor Scranton said, "that every American, wherever he lives, whatever his race or his religion, shall have the right to vote. And we are determined that he shall have that right, not someday, but NOW."

The Governor added:

"Most Americans are men of good will. But in this cause, as in so many others, the greatest danger is not from bad men, but from good men who do nothing. Indifference is the greatest challenge that must be overcome."

Two martyrs for freedom were cited by the Governor: Cripus Attucks, a Negro who was shot in the Boston Massacre, the first man to give his life in the American War for Independence, and Rev. James Reeb, a white minister who was beaten to death in Selma, Alabama almost two centuries later in the current struggle for freedom.

"We gather in peace," Governor Scranton said, "in sadness, in a spirit of quiet dedication to a task not yet completed."

"We come—whites and blacks together—to give testimony that we are united as one in our determination to stand ever more firmly for the cause over which so much blood, of so many good men, has already been shed."

"With Jefferson we say that 'the love of justice and the love of country plead equally the cause of these people, and

(Continued on Page 2)

Commission Urges Voting Law

The Pennsylvania Human Relations Commission sent the following telegram on March 12 to President Lyndon B. Johnson:

The Pennsylvania Human Relations Commission urges a maximum effort on the part of the Federal Government to protect the lives and civil rights of Negro and white citizens demonstrating for freedom in Alabama, and to enact as quickly as possible legislation to permit Negro citizens to vote without restriction or harassment everywhere in these United States. We appreciate your deep concern and extend to you our fullest understanding and support.

Court Hears Oral Arguments in Chester School District Appeal

Oral arguments in Chester School District's appeal from the Commission's desegregation order were heard March 9 in Commonwealth Court in Harrisburg.

Commonwealth Court is the name applied to the Court of Common Pleas of Dauphin County when the judges sit together to hear appeals from rulings of administrative agencies of the State.

A 43-page brief in support of the Commission's final order in the Chester case was submitted to the Court, and arguments in behalf of the order were made to the Court by Nathan Agran, Esq., the Commission's General Counsel.

The School District, represented by Guy G. deFuria, Esq., contended that the Commission lacks jurisdiction and does not have authority to order the School District to desegregate schools and to take other action required in the final order. The School District's position also was argued by Garland D. Cherry, Esq., representing the Chester Parents Association.

In reply to this argument, the Commission's brief makes these main points:

1—The Commission has explicit jurisdiction with respect to Chester School District's discriminatory employment practices. (Chester School District's practice of assigning only Negro teachers and only Negro clerks to all-Negro schools was cited in the Commission's final order as a specific violation of the fair employment practice provisions of the Pennsylvania Human Relations Act.)

2—The Commission has jurisdiction with respect to the segregation of Negro pupils within Chester School District. (In the Pennsylvania Human Relations Act, schools are specifically listed as places of public accommodation in which discrimination and segregation are unlawful.)

3—The Pennsylvania Human Relations Act does not require a finding by the Commission of **intentional** segregation or discrimination as the basis for a cease and desist order. (The brief points out that it is the act of segregation, no matter how it arises, which is declared to be an unlawful discriminatory practice by the Human Relations Act. Six cases from the Commission's files are cited to illustrate situations involving violations of the Act on the part of respondents who had not acted wilfully, intentionally or maliciously.)

4—The Human Relations Commission may properly institute its own verified complaint against a school district.

5—The Commission has not usurped the functions and duties of the Chester

School Board. (The Commission's final order does not prescribe the method by which Chester School Board must desegregate its all-Negro schools. Instead, it requires the Board to submit a plan, with a timetable, whereunder the schools will be desegregated.)

6—The complaint and answer procedure was properly employed in the Chester School District case.

7—The Commission's findings of fact are supported by substantial evidence. (The brief sets forth the principal evidence upon which the Commission's final order is based.)

8—The segregation of public schools in Chester is not the result of residential patterns alone. (The brief cites evidence from the 1,550 pages of testimony and 66 exhibits to support this conclusion.)

The brief states that the action of the Commission is fully supported by the facts in the case, and urges the Court to sustain the final order of the Commission and to direct Chester School District to comply with the order.

The Court will hand down a decision at a later date.

Pennsylvanians Demand Vote--

(Continued from Page 1)

it is a moral reproach to us that they should have pleaded it so long in vain."

"We come to serve notice on the whole world that we are determined to join with other men of good will to end once and for all a hypocritical denial of voting rights that has too long besmirched the honor of our beloved Nation."

Earlier, Governor Scranton issued a formal proclamation declaring opposition to the refusal of voting rights to Negroes in Selma, and called the use of force by Alabama state troopers to halt civil rights demonstrators a "mockery of justice . . . perpetrated upon peaceful demonstrators."

"Let us halt these violent and un-American practices," the Governor said.

Pennsylvania's House of Representatives also voiced its disapproval of the voting denial in Selma, Alabama. Members of the House adopted a resolution in which they vigorously protested the brutality of the police in breaking up a protest demonstration in Selma on March 7, and resolved:

"That the House of Representatives express its sympathy for these people

White Dentist Told to Serve Negro Patients

A white dentist in Wilkinsburg has been ordered by the Commission to serve Negro patients.

The dentist is Dr. Merrill J. Elias, who was charged with racial discrimination at a public hearing December 18 in Pittsburgh.

Mrs. Maxine Buefort, a Negro resident of Wilkinsburg, testified at the hearing that Dr. Elias refused dental service to her 5-year-old daughter Jacquelyn because of her race.

The Commission ruled that the dental office of Dr. Elias is open to the patronage of the general public, and concluded that the dentist had violated the Human Relations Act.

The order of the Commission devoted considerable attention to Dr. Elias' alleged reason for refusing dental service to Negroes: his contention that he cannot serve Negroes because he became ill while a student at the University of Pittsburgh Dental School more than 30 years ago when treating a Negro who was unclean and whose mouth was foul smelling.

The Commission said this does not constitute a reasonable explanation or a legal excuse for refusing to make dental service available to the complainants.

"At no time," the Commission reported, "has the respondent (Dr. Elias) produced any medical proof that he is physically or mentally unable to treat Negroes professionally in the same manner he treats whites. In fact, the proof indicates to the contrary, that the respondent has acted for at least the past three years as the school dentist of the Braddock Hills School District, where he has annually examined the mouths and teeth of all public school children, at least one-fifth of whom have been Negroes."

Material Is Offered

A special kit of material to assist religious leaders in promoting "Religion and Race" programs in their churches is available from the Commission.

who are endeavoring to secure for themselves and for others, their constitutional rights to register and vote; and be it further resolved:

"That the United States authorities take immediate action to protect these citizens in their remonstrances and to direct their efforts in bringing about the speedy registration of all persons who desire to register so they may exercise their fundamental right to vote."

Quiet Action Results in Jobs, Homes, Equal Service

Most of the complaints of discrimination filed with the Commission are corrected through conference and persuasion, without need for a public hearing or court action.

As a result of such action, men and women are able to obtain jobs, buy houses, rent apartments and use places open to the public on an equal basis—without segregation or discrimination because of race, color, religion, ancestry, age or national origin.

Among the successful case adjustments secured recently by the Commission in this manner are the following:

Employment

The management of a chemical plant with 2,000 employees—none of whom were Negroes—was charged with refusing to hire a Negro applicant because of his race, even though it was admitted he passed the qualifying test. The company

first asked the complainant to refer other Negroes in order that it might start more than one Negro initially, and two other Negroes did apply, but the company still did not give the men any assurance they would be hired. During the investigation of the case, company officials agreed the firm had to change its policy, not only because of the Pennsylvania law, but because it was an "Equal Opportunity Employer" as a federal contractor. The three Negroes were hired.

A Negro employe of a public utility company was denied a transfer to a public service position, even though a similarly-qualified white employe was given such a transfer. Investigation disclosed bias on the part of a supervisor and the management of the firm transferred the Negro employe as requested.

Housing

A Negro couple charged a builder with refusing to sell them a house in a new suburban development because of their race. Investigation confirmed that discrimination had occurred. The builder admitted the unlawful action, blaming it on his fear of financial loss. However, he agreed to conform to the law and did build a house for the Negro family in the new development.

In another case, a complaint was filed by a Negro real estate broker who said he was denied an opportunity to show a house to a client because of their race. Although the owner first was unwilling

to sell to Negroes and took the property off the market, he finally agreed to place the house for sale again and to give the Negro couple first opportunity to buy it.

Public Accommodations

A change in policy and practice was obtained through successful compliance action in many types of places open to the public.

Establishments affected by recent cases included barber shops, beauty salons, cemeteries, dance halls, hotels, luncheonettes, motels, night clubs, restaurants, schools, skating rinks, swimming pools and taverns.

In nearly all instances, either the person who filed the complaint or other Negroes from the community did return to the establishment after the adjustment of the case and did receive courteous and equal service.

One of the school cases involved a Negro young woman at a state college who was preparing to be a teacher. She complained to the Commission that she was denied the advantages of student teaching because of her race. The supervising principal of the school to which the young woman had been assigned for practice teaching admitted that the school board voted against accepting her because she was a Negro. However, the school board reconsidered the matter, rescinded its previous action, apologized to the young woman and accepted her as a student teacher.

Bias to End at Swimming Pool

An agreement to end discrimination at a Fayette County swimming pool came at a public hearing December 17 in Uniontown.

Midway through the public hearing the owners and operators of the swimming pool at Shady Grove Park, R.D. 1, Lemont Furnace, agreed to refrain from any discrimination based on race, color, religion, ancestry or national origin.

Dr. F. L. Vaughns, a Negro dentist from Uniontown, testified that he was refused admission to the pool, operated by Michael Cabot and Joseph Cabot. He described two incidents in which the ticket seller at the swimming pool refused to sell tickets to him or to Negroes accompanying him.

The attorney for the Cabots questioned Dr. Vaughns briefly, then conferred with Michael Cabot and the Hearing Commissioners on ending the proceeding. He then announced that his clients "are now willing to comply with the Pennsylvania law in good faith."

The Hearing Commissioners recessed briefly to permit the drafting of an order, which was confirmed later by the full Commission. The order also bans any attempt to evade equal service at the swimming pool by using the guise of a private club.

Commission Gives Aid

Speakers, films, literature and other help was given by the Commission to sponsors of Brotherhood Week programs throughout Pennsylvania during February.

Commission's Role in Anti-Poverty Fight Explained in Talk by Executive Director

"The Role of the Pennsylvania Human Relations Commission in the Anti-Poverty Program" was discussed by Executive Director Elliott M. Shirk at a meeting of the Men of St. Matthew's Methodist Church in Philadelphia on February 21.

Mr. Shirk said the Commission assists the State's Anti-Poverty Coordination and Review Committee by checking whether proposals for local poverty projects will benefit Negroes and other minority group persons among the community's needy, and whether the beneficiaries of such projects will be involved in planning and administering the programs, as required by the Economic Opportunity Act.

Although the anti-poverty program promises to help many Negroes and other minority-group persons to escape from poverty, Mr. Shirk stressed that problems of discrimination still are serious in Pennsylvania and that the Commission's main task is to bring a halt

to unlawful discriminatory practices as quickly as possible.

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301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

1508 State Office Building, 300 Liberty Avenue; Telephone EXpress 1-2100, Ext. 840

PHILADELPHIA REGION—

1506 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080



John W. Flamer, supervisor of the Commission's Harrisburg Regional Office, was guest speaker at the installation meeting of Dauphin County NAACP Branch in January. Pictured at the meeting (left to right) are Rev. Franklin L. Henley, Branch president; Mr. Flamer; Willis A. Fuller, exalted ruler of Unity Elks Lodge and installation officer, and Frank D. Davis, the Commission's director of publicity and information.

Need for Injunctive Relief in Housing Is Explained by Commission Chairman

Strengthening of Pennsylvania's Human Relations Act was urged by Commission Chairman Harry Boyer during a budget hearing March 3 before the House Appropriations Committee.

Mr. Boyer said the law should be amended to authorize the Commission to seek injunctive relief in the courts

when necessary in housing cases.

An injunction would prevent a property from being sold or rented before the Commission had completed its investigation of a complaint to determine whether a refusal to sell or rent was caused by discrimination based on race, color, religion, ancestry or national origin.

The Commission also has endorsed a proposal that the law be amended to enable the Commission to deal generally with problems of racial discrimination and racial unrest. This was proposed in the report of the special committee that investigated charges of excessive use of police force in Chester.

Another legislative recommendation of the Commission's received strong support from Governor William W. Scranton in his State of the Commonwealth Message in January. This is a proposal that the fair employment practices provisions of the Human Relations Act be amended to cover all employers. At present the law applies only to employers who hire 12 or more persons.

The Commission also has recommended legislative action on the Fair Educational Opportunities Act to clarify its provisions with respect to the exemption which permits religious educational institutions to give preference to a religious affiliate, but also allows exclusion for reason of race. It is this latter point which the Commission wants clarified.

Negro Couple Moves Into New House; Hearing Cancelled

A Negro couple moved into a new house in Valley Green Housing Development in Upper Moreland Township, Montgomery County, in late January and the Commission cancelled a public hearing it had scheduled in the case.

The new homeowners are Mr. and Mrs. Edward Fields, who had been living in Willow Grove. They received title to the property from Frank J. Smith, Jr., builder and owner of the new housing development.

The Commission had scheduled a public hearing January 27 in Norristown to hear charges that Smith was stalling the completion of the house for the Fields because of their race. The hearing was cancelled because of the satisfactory settlement of the case.

New Ruling on Religion Bans Any Questions

A new policy ruling on pre-employment questions about religion has been adopted by the Commission and is now in effect.

The ruling is that employers may not ask job applicants any questions about religion.

Previously the Commission permitted employers to ask job applicants in writing the question: "Do you regularly attend a house of worship? Yes..... No....."

General inquiries into an applicant's religious denomination, religious affiliations, church, parish, pastor or religious holidays observed have been prohibited from the outset of the Commission in 1956.

The Commission regulates pre-employment inquiries as a means of eliminating and preventing discrimination in employment because of race, color, religion, ancestry or national origin.

Housing Pamphlets Available

Two housing pamphlets are available from the Commission. One is "Fair Housing Rights in Pennsylvania," a summary of the housing provisions of the Human Relations Act. The second is "Fairness in Housing," an explanation of why minority group families are house hunting and what effect they have in a neighborhood.

Human Relations Report

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Human Relations Report

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Harrisburg, Pa.



June-August, 1965

Annual Report Recommends Law Changes

In its 1964 annual report released on April 25, the Commission recommends to the Governor and to the Legislature a number of amendments to the laws it administers.

In particular, the Commission cited its experience in 1964 as further evidence of the need to amend the Human Relations Act to authorize the Commission to apply to the courts for injunctive relief in housing cases—to prevent a house or apartment from being sold or rented before a complaint has been investigated and adjusted.

The recommendations are detailed elsewhere on this page.

The Commission concentrated its efforts in 1964 on educational programs to foster equal opportunity in employment, education and housing. New federal legislation and an increase in citizen interest in solving race relations problems required the Commission to increase its consultative services. More than 30 communities were given information and assistance in planning the formation of local human relations agencies.

A total of 515 complaints were docketed by the Commission in 1964—a new record. There were 506 cases in 1963 and 331 in 1962.

Last year's cases included 239 in employment, 160 in housing, 107 in public accommodations and 9 in education. The basis of these complaints was race or color, 72 percent; religion, 4 percent; ancestry or national origin, 11 percent; age, 2 percent, and miscellaneous discriminatory acts, 11 percent.

In disposing of cases, the Commission adjusted 1 percent on the basis of an order and 56 percent on the basis of an unlawful practice found and adjusted. The specific charge in the complaint was not established in 38 percent of the cases, and the remaining 5 percent were closed for lack of jurisdiction or withdrawal of the complaint.

The Commission conducted 7 public hearings in 1964: one in education (The Chester School District case), two in housing and four in public accommodations. A much larger number of possible public hearings were averted by successful action in a total of 41 pre-hearing conferences, which are a final effort—at the Commission level—to eliminate an unlawful discriminatory practice by means of conference and persuasion.

Proposed Amendments Listed by Commission

Following is a summary of the principal Commission recommendations to the Governor and to the Legislature concerning amendments to the laws it administers. The proposed changes would:

—Authorize the Commission to seek injunctive relief in the courts in housing cases, to prevent a housing unit involved in a complaint from being sold, rented or otherwise disposed of before a determination of the case has been made.

—Broaden the powers of the Commission to enable it to deal generally with problems of racial discrimination and racial tensions, as recommended by the special committee appointed by Governor Scranton to investigate charges of excessive use of force by police in Chester.

—Specify that where a respondent is found by the Commission to have engaged in an unlawful discriminatory practice, the Commission shall notify the State agency which has licensing or regulatory power to take appropriate action against such respondent.

—Insert more explicit language than now appears in the Human Relations Act to clearly authorize the Commission to issue subpoenas during the investigation of complaints.

—Specifically authorize the Commission to prepare and distribute fair practices notices, and to require persons

subject to the Act to post and exhibit such notices in their places of business.

—Extend coverage of the fair employment practice provisions of the Act to all employers; at present only employers of 12 or more persons are covered.

—Clarify provisions of the Fair Educational Opportunities Act to provide that religious educational institutions be exempt from the provisions of the Act only to enable them to select their students exclusively or primarily from members of such religion or denominations, but that in such institutions, students otherwise qualified should have equal opportunity to attend without discrimination because of race, color, ancestry or national origin.

Dr. R. J. Smith Is New Commissioner

The Commission has gained a new member in the person of Dr. Robert Johnson Smith of Elkins Park, near Philadelphia.

Dr. Smith's appointment by Governor William W. Scranton was confirmed by the Senate late in May. The new member succeeds Matthew H. McCloskey, III, of Bryn Mawr, whose term expired.

The Senate also confirmed the reappointment of two present Commissioners: Samuel H. Daroff of Philadelphia and Attorney Joseph X. Yaffe of Wynecote.

Dr. Smith is pastor of Salem Baptist Church in Jenkintown. He also is a counselor at the Boone School in Philadelphia and is active in many civic and community organizations.

The new Commissioner is the father of two sons and two daughters.

List of Films Available

Officers and program chairmen of business, labor, church, fraternal and civic organizations may secure from the Commission a list of films available for loan without charge. Reservations for use of the films in fall and winter programs now are being accepted. Requests should include the date of the meeting for which the film is desired.

Equal Job Opportunity in West Chester Is Goal of Survey, Affirmative Action

Constructive action by the Commission to improve equal job opportunity is under way in the West Chester area.

The activity follows publication in April of a Commission report on a "Fair Employment Survey of the West Chester Area."

The report stated that the results of the survey "point forcefully to the conclusion that the community has a serious problem in respect to employment conditions for minority-group persons."

Non-white workers are conspicuous for their absence in many of the major employer firms of the area, the report found, and noted that there is "obvious need" for a program to effect a much greater degree of integration in the work force of the community.

Nineteen percent of the West Chester firms surveyed have no Negroes, Jews or Puerto Ricans employed in any capacity.

The survey covered a total of 68 firms (with 12 or more employees) whose employment practices are subject to the jurisdiction of the Commission. These firms employ a total of 5,405 persons, including 739 Negroes, 159 Puerto Ricans and 27 Jewish persons.

In relation to the overall employee force of the firms surveyed, Negroes comprise 14 percent of the total. Puerto Ricans are 3 percent and Jewish persons 1 percent.

The survey also showed that 80 percent of the Negroes who are employed by these firms work in laborer, operative and service positions.

Although Negroes constitute 17 percent of the West Chester population, they comprise only 4 percent of the entry professional and technical jobs, 5 percent of the entry clerical jobs and 5 percent of the entry sales jobs.

The survey was requested by four West Chester community groups: the Ministerial Association of West Chester, the Human Relations Council of the West Chester Area, the West Chester Branch of the National Association for the Advancement of Colored People, and the Student Equality League.

In making the survey, the Commission received cooperation from the Board of Directors of the Chamber of Commerce of Greater West Chester, which advised member firms concerning the Commission's plans.

On the basis of the information secured in the survey, Commission staff members began revisits to selected employers as part of its affirmative action program. These employers generally are larger firms whose present work forces

show deficiencies in terms of the employment of minority group persons in a variety of job classifications and skill levels.

The Commission's affirmative action program in employment is designed to assist employers to recruit more broadly and to hire, train, upgrade and promote qualified workers of minority groups where such persons have never been employed or where there has been only token employment of such workers.

Vain Housing Order Points Up Need for Injunctive Powers

Another illustration of the need for injunctive powers in housing cases came to light March 19 when the Commission ordered the sale of a new house in Delaware County to a Negro couple whose offers to buy the home were rejected because of their race.

The house is a \$33,750 four-bedroom residence on Robinhood Road in Rosemont.

The order was issued against Radnor Valley Builders, Inc.; Thomas H. Kelley Builders, Inc.; Thomas H. Kelley, Sr., and Thomas H. Kelley, Jr., whose places of business are located at 1417 City Line Avenue, Overbrook Hills, Philadelphia.

The Negro couple who were refused the house are Mr. and Mrs. Eugene C. Miller. Mr. Miller is an aeronautical engineer at General Electric Company's Missile and Space Division at Valley Forge.

The order was issued after a public hearing December 11.

The Commission found that during its investigation of the Miller's complaint the respondents had shown a Commission representative false agreements of sale in an attempt to convince the Commission that three houses on Robinhood Road had been sold, when, in fact, they had not been sold.

Two of these houses were sold to white purchasers prior to the time of the public hearing. It was the third property which the Commission ordered sold to the Millers. However, when the order was issued it was discovered that this house also had been sold to a white purchaser during the interim period.

At the present time the Commission has no means of preventing such a sale from taking place prior to the issuance of an order.

Equal Service Reminder Given Swimming Pools

Many swimming pools in Pennsylvania were visited by Commission representatives prior to their summer openings this year.

Staff members called on the proprietors and managers of swimming pools to acquaint them with the provisions of the Human Relations Act, and to offer Commission assistance if needed.

Swimming pools, amusement parks and other recreation places open to the public are required to serve all patrons, without discrimination because of race, color, religion, ancestry or national origin.

The ban against discrimination includes both (1) outright refusal of service, and (2) any attempt to discourage the patronage of an individual or a group of persons because of race, color, religion, ancestry or national origin.

Segregation of patrons in places of public accommodation also is unlawful.

In previous educational projects, the staff of the Commission visited hotels, motels, restaurants, taverns and other places of public accommodation in the state's major tourist and resort areas.

Facts about Pennsylvania's public accommodations law are available in a Commission pamphlet entitled "Equal Service."

Commission Host To South African

The Commission was host for a week in May to Sidney F. Kingsley of Pretoria, South Africa, and his wife.

Mr. Kingsley, who is Manager of the Non-European Affairs Department for the City Council of Pretoria, visited this country on a grant from the United States-South Africa Leader Exchange Program.

While in the United States, Mr. Kingsley studied "Functions of Public Administration in Resolving Problems of Rapid Urbanization."

In addition to learning about Commission programs for implementing Pennsylvania's anti-discrimination laws, Mr. Kingsley talked with officials in the Commerce Department's Bureau of Community Development.

The Pennsylvania Commission was the only human relations agency visited by the Kingsleys on their tour of the United States.

New Program Techniques Analyzed by Commission

The Commission held a seminar for all staff members during the weekend of April 2-4 in the conference rooms of the Holiday West Motor Hotel near Harrisburg.

Purpose of the seminar was to provide an opportunity for all members of the enlarged staff to discuss their experiences in initiating various new programs, and to analyze the procedures found most successful in each of the Commission's three regional offices.

Highlight of the opening day's program was an address at the dinner-meeting by Secretary of Labor and Industry William P. Young. The Secretary discussed the civil rights struggle in America and urged that Pennsylvanians concerned about problems in the South work diligently for racial justice in the Commonwealth.

Speakers on the second day of the seminar were William Spurgin, Director of Economic Development in the Commerce Department, who reviewed the anti-poverty program in Pennsylvania, and Nathan Agran, the Commission's General Counsel, who discussed legal aspects of the state's anti-discrimination program.

Featured speaker at the closing session of the three-day conference was Rev. J. Frederick McKirachan, Executive Director of the Commission on Religion and Race of the Pennsylvania Synod of the United Presbyterian Church. He spoke on the roles of public and private groups in advancing civil rights programs in Pennsylvania.

Most of the conference time was devoted to meetings of small groups of staff members to permit maximum discussion and examination of effective practices and procedures. Recorders from each of the discussion groups reported their deliberations to the staff.



Members of the Commission staff are shown at a training seminar April 2-4. Above, one of the discussion groups analyzes techniques used in community education programs. Below, Commission officials discuss the agency's participation in the anti-poverty program. Left to right are William M. Cousins, Supervisor of the Philadelphia Regional Office; Executive Director Elliott M. Shirk; William Spurgin, Director of Economic Development in the Commerce Department; John W. Flamer, Supervisor of the Harrisburg Regional Office, and Robert Odell, Jr., Supervisor of the Pittsburgh Regional Office.



At Your Service

For further information on the services and programs of the Commission, write, telephone or visit the office of the Commission nearest you. Offices of the Commission are located as follows:

HEADQUARTERS—

1401 Labor and Industry Building,
Harrisburg; Telephone 787-5010

HARRISBURG REGION—

301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone EXpress 1-2100, Ext. 840.

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

Commission Offices Moved in Pittsburgh, Philadelphia

The Commission's Regional Offices in Pittsburgh and Philadelphia have been moved to new and larger quarters.

In Pittsburgh, the office was moved from the State Office Building to Room 810 at 4 Smithfield Street. The telephone number did not change.

In Philadelphia, the office was moved

to a new location within the State Office Building. The new location is in Room 101 of the Philadelphia State Office Building. The same telephone number was retained.

The larger facilities are expected to improve the efficiency of the Commission program in each end of the state.

Agent Says Owner of Apartments Directed Her to Lie to Keep Out Negro Applicants

The superintendent of an apartment development testified at a public hearing April 22 in Media that she was directed by the apartment owner to lie to Negro applicants in order to keep the place all-white.

The testimony was given by Mrs. Beulah Rambeau, who said the instructions to lie to Negroes came from Charles W. Huber, Jr., president of Carmel Corp. of 1428 Capitol Trail, Newark, Delaware. The Carmel Corp. owns the Brooke Hall Park Apartments in Media, where Mrs. Rambeau was employed.

Mrs. Rambeau said she was so upset by carrying out the orders to discriminate that she resigned her job.

"I've got to live with myself," Mrs. Rambeau said. "I couldn't go on lying."

Mrs. Rambeau said that Mr. Huber rejected a Negro applicant in September 1964 with the excuse that Brooke Hall Park Apartments did not rent to single persons. She said that four or five single white persons were renting apartments there at the time.

Mr. Huber, acting on the advice of his lawyer, refused to testify or to produce records subpoenaed by the Commission, and left the hearing room before Mrs. Rambeau testified.

Mr. and Mrs. Lonnie Somerville of Media, a Negro couple, testified that they were refused the rental of an apartment in the Brooke Hall Park Apartments because of their race. Mrs. Somerville said that Mrs. Rambeau told her on the telephone January 26, 1965 that three apartments were available, but that when she identified herself as a Negro, Mrs. Rambeau told her that no apartments were available.

The Somervilles said they again were unsuccessful in renting an apartment at Brooke Hall on February 8, when they visited the apartments.

A white woman testified that she and her husband visited Brooke Hall an hour and a half before the Somervilles on February 8 and were told that three apartments were available.

Another white witness said that she paid a deposit on February 13 to rent one of the three units refused the Somervilles.

Mr. Somerville has been a postal clerk at the Media Post Office for the past four years. Until recently his wife was employed as an attendant at the Haverford State Hospital.

Commission action is pending.



Mr. and Mrs. Lonnie Somerville

Pamphlet Contains Aid to Home-seekers

"The Housing of Your Choice" is the title of a new pamphlet published by the Commission this spring.

The 12-page booklet contains information of value to any family that is home-seeking, but is directed especially to minority-group families.

Housing restrictions based on race, religion or ancestry are unlawful now in Pennsylvania, the pamphlet points out, but emphasizes that if minority-group families are to secure the housing of their choice, they must search for homes in the entire housing market.

The pamphlet also notes that "person-to-person contact in house-hunting is one of the best ways to overcome some of the old-fashioned stereotypes that hinder progress in fair housing practices."

Interested organizations may obtain quantities of the pamphlet for distribution to their members.

New Staff Members

Newest staff members of the Commission are Human Relations Representatives Carl T. Jones and Milcs C. Schaeffer. Mr. Jones, a former youth worker with the Crime Prevention Association of Philadelphia, began work June 1 in the Commission's Philadelphia Regional Office. Mr. Schaeffer, who started work May 26 in the Commission's Harrisburg Regional Office, is a retired member of the U.S. Air Force, with experience in community and industrial relations.

Franklin Negro Tells of Bias In Bar of Hotel

A Negro resident of Franklin testified at a public hearing in that city May 20 that he and other Negroes were refused service in the bar of the Colonial Hotel in Franklin because of their race.

The charge was made by Donald L. Lawrence against Richard Goltare, proprietor of the hotel.

Mr. Lawrence said that he and two friends were refused service on December 28, 1964. He said that on January 8, 1965 he and another friend were served a drink by Mr. Goltare, but were charged \$1 rather than the customary 45 cents, and were told that the next drink would cost them \$10.

Mr. Lawrence also testified that Mr. Goltare made loud and abusive remarks, including the statement: "I'll have a 'nigger' bar or a white bar, but I won't have a mixed bar."

Although Mr. Goltare contended that Lawrence was "drunk" when he sought service on December 28, Commission representatives testified that the trio was served without question at another white-owned bar a few minutes after the refusal at the Colonial Hotel.

Commission action will follow receipt of the transcript of testimony and recommendations of the Hearing Commissioners.

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A race relations workshop October 2 at Steelton-Highspire High School featured these three men. Left to right are Dr. Robert Johnson Smith of Elkins Park, a member of the Pennsylvania Human Relations Commission; Rev. Cleon F. Prowell, chairman of the Mayor's Committee on Human Relations; and Steelton Mayor Bayard T. D. Reider. The workshop was entitled "Community Responsibility in Human Relations." Other race relations workshops held this summer with Commission assistance took place in Aliquippa, Johnstown and Williamsport. Others are in various stages of planning.

Barber Told: End Racial Discrimination

The proprietor of a barber shop in Oxford, Pennsylvania has been ordered by the Commission to end racial discrimination in his establishment.

The order resulted from a complaint by two African students at Lincoln University that they were denied service in the Hess Barber Shop in Oxford because of their race.

At a public hearing August 25 in West Chester, the students, Ernest Mutyambezi and Muchaneta Nyambuya, testified that they were refused service on June 1 by Marion Hess, proprietor of the barber shop.

Prior to the end of the public hearing Mr. Hess waived the remainder of the procedure and agreed that a final order

be entered against him by the Commission.

The order requires Mr. Hess to serve the two African students and any other persons on an equal basis, irrespective of their race, color, religion, ancestry or national origin.

Display Shown in Capital

A Commission display, "Jobs on Ability," was featured at an "Equal Opportunity Program" this summer at the U.S. Commerce Department in Washington. Those viewing the display included Vice President Hubert H. Humphrey and Franklin D. Roosevelt, Jr., Chairman of the Equal Employment Opportunity Commission.

Project Begun To Strengthen Fair Housing

In September the Commission began a major educational project to strengthen fair housing practices in Pennsylvania.

Every person who offers to sell or rent housing through a licensed real estate broker will now be given a copy of a notice prepared by the Commission.

The notice calls attention to the fact that the Pennsylvania Human Relations Act prohibits discrimination because of race, color, religious creed, ancestry or national origin in the selling, leasing or financing of residential housing.

All housing accommodations are covered by the law except owner-occupied one-family buildings or two-unit buildings in which one of the units is occupied by the owner, and housing which is owned by religious, charitable, educational, private and fraternal organizations to promote the religious principles or the aims, purposes or fraternal principles of the organization.

Distribution of the housing notices by real estate brokers and their salesmen is required by Regulation 201.04 of the Commission, adopted February 23, 1965. Copies of the notice were printed by the Commission and were sent to all 13,000 licensed real estate brokers in Pennsylvania.

The purpose of the notice is to help owners and sellers of housing to comply with the fair housing provisions of the Pennsylvania law.

NOTICE

TO PERSONS OFFERING TO SELL OR RENT HOUSING IN PENNSYLVANIA:

Attention is directed to the fact that the Pennsylvania Human Relations Act, Act of July 18, 1964 (P.L. 105-323), prohibits discrimination in the selling, leasing or financing of housing on the basis of race, color, religion, ancestry or national origin.

The said law pertains to all housing accommodations.

It is the policy of the Commission to encourage the use of the services of the Commission in the handling of complaints.

Persons who are engaged in the selling, leasing or financing of housing are required to comply with the provisions of the said law.

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Commonwealth of Pennsylvania

PENNSYLVANIA HUMAN RELATIONS COMMISSION
DEPARTMENT OF LABOR AND INDUSTRY

Color Filmstrips On Negro History Ready for Schools

A set of eight color filmstrips on "The History of the American Negro" has been added to the audio-visual aids of the Commission and is available to schools without charge for preview purposes.

The filmstrips are designed to provide authentic information on the history of the American Negro, from the beginning of slavery to the present. They may be used in social studies classes and elsewhere in the curriculum of the intermediate grades, junior high school and senior high school.

Arranged by chronological periods, the filmstrips can be used as a group to support a unit on Negro history, or singly to enhance and supplement studies of separate periods in American history. The series also may be shown in Problems of Democracy classes to develop an understanding of the current "Negro Revolution."

Dr. John Hope Franklin, Professor of History at the University of Chicago, was educational consultant for the series.

4 Are Appointed To Commission Staff

An assistant counsel and three additional field representatives recently were appointed to the staff of the Commission.

Herman Steerman, Esq., of Philadelphia assumed his new duties September 1 as assistant to the General Counsel. He will help in the preparation and conduct of public hearings and carry out other necessary legal duties. Attorney Steerman is an active alumnus of the University of Pennsylvania, serving as chairman for all College classes in charge of fund-raising in the annual giving campaign.

The three new field representatives are Robert A. Delpino, David Dorsey, Jr., and Howard E. Hall.

Mr. Delpino, a retired Army officer with experience as a civil affairs officer and as a military government labor officer in The Philippines and Japan, is assigned to the Philadelphia Regional Office.

Mr. Dorsey, a former probation officer with the Allegheny County Juvenile Probationary Court, is assigned to the Pittsburgh Regional Office.

Mr. Hall, a former youth development counselor at a Youth Forestry Camp, works in the Commission's Harrisburg Regional Office.



Mr. and Mrs. Lonnie Blair

Case Dropped for Lack of Jurisdiction But Broker's Practices Are Criticized

The complaint of Mrs. Mary Lou Blair vs. Jack Marsh, individually and doing business as Marsh Realty, has been dismissed by the Commission for lack of jurisdiction.

The action followed a public hearing in Pittsburgh.

The public hearing was started on May 21, but was not concluded until June 25, after the Commission secured a court order to compel Mr. Marsh to appear and give testimony in response to a subpoena.

Mrs. Blair, a Negro resident of 42 Noblestown Road, Pittsburgh, testified at the May 21 session that the Marsh real estate firm refused to show her a house at 167 Balver Avenue, Pittsburgh, because of her race.

When the hearing resumed on June 25, Mrs. Mary Catherine Dabbott, daughter of the owner of the house at 167 Balver Avenue, testified that she was an occupant of the house on March 13, 1965, the date on which Mrs. Blair was refused an opportunity to look at the property.

As a result of this later testimony, the Commission ruled that the house was owner-occupied on March 13, and therefore not "commercial housing" within the meaning of that term as defined by the Pennsylvania Human Relations

Act, at the time the alleged unlawful discriminatory act occurred.

The final order also pointed out that "the respondent's (Mr. Marsh) adamant refusal to meet with the Commission in an effort to dispose of this complaint by conciliation and persuasion necessitated the holding of the public hearing and the attendant publicity and Court proceedings."

The Hearing Commissioners in the case also pointed out that, despite lack of jurisdiction in the complaint of Mrs. Blair, the testimony of the witnesses, including that of Mr. Marsh himself, shows that Mr. Marsh has been violating the provisions of the Human Relations Act by refusing to show ANY house listed by him for sale to the general public in the Greentree area of Pittsburgh, when the prospective purchaser is a Negro. They said such conduct clearly constitutes unlawful discriminatory practices on the part of a real estate broker, since some of such houses are most certainly covered by the Human Relations Act, and they recommended that the conduct of Mr. Marsh be closely observed by the Commission in the future to be certain that all applicants for homes covered by the Act are treated without discrimination because of race, religion or national origin.

Survey Spurs School Program in West Chester

A Commission "Survey of the Educational Experience of Negro Students in the Secondary Schools of West Chester" has helped to bring about a new school program in that city.

The survey report, issued in late June, revealed "a very serious problem for large numbers of Negro students in the West Chester school system."

The survey found that Negro students entered both the junior high schools and the senior high school with greater academic handicaps than their white classmates, and that one of every five Negro students entering the ninth grade failed to complete high school, compared to a rate of one in ten for white students.

In September the directors of the West Chester Joint High School voted to establish a new program aimed at solving school-community problems.

Staffed by an educator who will hold the position of assistant to the superintendent, two school-community specialists and a special vocational guidance counselor, the new program has six basic objectives:

1. Better utilization of the present guidance staff plus an increased use of new techniques.
2. In-service training to develop new teaching techniques.
3. Closer contacts with parents.
4. Extension of the junior high team teaching approach into the elementary and secondary schools.
5. An evaluation and subsequent changes in the curricular offerings and content to provide expanded and more realistic vocational training for students.
6. A stronger role for the school working with other community agencies and local businesses and industries.

Prior to adopting the new program, West Chester school officials conferred with the presidents of three colleges in their area. Dr. Elwood M. Spellman, president of the joint board, and Harold H. Wingerd, school superintendent, discussed the school's problems with Dr. Earl F. Sykes, president of West Chester State College; Dr. LeRoy B. Allen, president of the Cheyney State College, and Dr. Marvin E. Wachman, president of Lincoln University.

In its survey, the Commission analyzed the records of a total of 4,542 students and graduates (4,030 whites and 512 Negroes). In order to measure academic participation and achievement, Negro students were compared with white students in a number of performance areas.

In the junior high schools the proportion of Negro students in below-average or special education achievement sections was three times as high as for white students. Among graduates, grade averages for Negro students were lower than for white students. In the five-year period studied, only 10% of the Negro graduates ranked in the top 30% of their classes, while 48% ranked in the lowest 30%.

Of special significance to the community was the fact that 56% of the non-white graduates ended their education and are competing for employment without having completed any high school vocational education program or having received any advanced training in any schools or colleges.

A smaller percentage of Negro graduates (13%) than white (19%) experienced the job preparation benefits of the

high school vocational education programs in business education and trade and industrial education.

Twice as large a percentage of white graduates (7%) as non-white graduates (3%) completed trade and industrial education, and in business education, only two Negroes (13%) took part, compared to 79 white students (41%).

In releasing the report, Commission Executive Director Elliott M. Shirk commented:

"These findings reflect only the experience of Negro pupils in the West Chester Schools and do not relate to their innate abilities; an individual's performance may be below average because of the harmful effects of racial discrimination and other unbalanced conditions, particularly as they affect his motivation and aspirations."

The report itself included this hopeful note:

"The survey provides a basis for stimulating the beginning of an era of maximum communication and cooperation between school personnel and minority-group leadership in West Chester to effect a solution to these problems."

This "new beginning" in West Chester seems to be under way, for following the establishment of the new school program, statements of wholehearted support were offered by Attorney Robert W. Lentz, president of the West Chester Human Relations Council; Robert T. Butler, president of the West Chester Branch of the National Association for the Advancement of Colored People, and Stephen M. Trimble, Jr., president of the West Chester Chamber of Commerce.

Non-White Employees of State Increase in Number

An increase in the number of non-white persons employed by the Commonwealth of Pennsylvania is shown in the results of a survey announced by the Commission in October.

The number of non-whites among the state's 83,665 workers as of January 31, 1965 was 6,588 or 7.9% of the total.

When the Commission made an earlier survey, counting employes as of September 1, 1962, the number of non-whites on the state payroll of 82,308 was 6,224, or 7.6% of the total.

Both surveys covered all of the departments, boards, commissions and authorities in the Executive Branch of state government—a total of 34 agencies. The reports of both surveys indicate the number of non-whites employed by each

of these agencies, the number of non-whites according to year of hire, the occupations held by non-whites and the income of non-white employes. In the present survey, non-whites were employed by 32 of the 34 agencies, compared to 31 of 34 in the first survey.

The largest numbers of non-whites in both surveys were employed in the Department of Public Welfare, 2,838 in 1962 and 3,222 in 1965; the Liquor Control Board, 808 in 1962 and 751 in 1965, and the Department of Labor and Industry, 676 in 1962 and 684 in 1965.

By occupational category in 1965, non-whites were employed in the following numbers and percentages (figures in parentheses are for 1962):

Professional, technical and managerial

—1,239, 5.6% (1,656, 8.2%); clerical and sales—2,144, 10.3% (2,035, 9.4%); service workers—1,700, 40.6% (2,104, 52.1%); agricultural, marine and forestry—0, 0% (2, less than 1%); skilled workers—230, 3.5% (84, 1.2%); semi-skilled workers—203, 2.5% (30, less than 1%); unskilled workers—1,068, 5% (313, 1.4%).

The number of non-whites employes earning salaries of \$7,000 or more in the 1965 survey was 264, or 4% of the total. The comparative figures for 1962 were 160 persons and 2.5% of the total number of non-whites employed at the time.

Copies of the Commission's report are being printed and will be available later.

Centre County Group Is Formed To Better Intergroup Relations

The Centre County Advisory Council to the Pennsylvania Human Relations Commission has been established to work for the improvement of intergroup relations in Central Pennsylvania.

Fifteen persons were appointed to serve on the new advisory council—six from the community (town) of State College, six from the Pennsylvania State University faculty and three from the communities of Bellefonte and Philipsburg.

Members of the advisory council and their terms of office follow:

Three-year terms—Mr. John O'Connor, owner of the Town Tavern Restaurant in State College and former member of the State College Borough Council; Dr. Hans Panofsky, Professor of Meteorology at the University and President of the Centre County United Nations Association; Mr. Leroy C. Smith, an upholsterer in the University's upholstery department and a member of the Altoona Chapter of the National Association for the Advancement of Colored People; Mrs. Mildred E. Wilson, Residence Community Coordinator for Students in the Office of the Dean of Women at the University and a former member of the Mayor's Commission on Human Relations in Peoria, Illinois; Dr. Harold Zipser, President of Schlow's Quality Shop in State College and a member of the State College Borough Council.

Two-year terms—Dr. Robert G. Bernreuter, Vice President for Student Affairs and Professor of Psychology at the University; Dr. Charles T. Davis, Professor of English and a member of the Educational Policy Committee of the Graduate School of the University; Rev. Luther H. Harshbarger, D.D.,

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HARRISBURG REGION—

301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone EXpress 1-2100, Ext. 840.

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

University Chaplain and Coordinator of Religious Affairs, and former Director for Germany of the World's YMCA Services to Prisoners of War; Dr. Glen L. Musser, President of the H.R.B. Singer Company in State College and an active civic worker; Mr. S. Benjamin Swanson, President of Kceclers University Book Stores, Inc., and President of the State College Area Chamber of Commerce.

One-year terms—Dr. Joseph J. Cramer, Assistant Professor of Accounting at the University and a member of the University Senate; Rabbi Norman T. Goldberg, B.H.L., Director of the B'nai B'rith Hillel Foundation at the University and Rabbi for the Jewish faithful of Centre County; Rt. Rev. Monsignor Thomas J. O'Shea, Pastor of St. John the Evangelist Parish in Bellefonte and Dean of the Northern Deanery and Pro-Synodal Judge for the Roman Catholic Diocese of Altoona—Johnstown; Attorney Richard Sharp, a practicing attorney in Philipsburg and a former District Attorney of Centre County; Rev. Jacob B. Wagner, Pastor of Faith United Church of Christ in State College and former President of the State College Human Rights Committee.

Creation of local advisory councils is authorized by the Pennsylvania Human Relations Act as a means of making the law more effective. Some of the objectives indicated in the Act for these advisory councils are: (1) to study the problems of discrimination in all or specific fields of human relations, when based on race, color, religious creed, ancestry, age or national origin, and (2) to foster, through community effort or otherwise, good will among the groups and elements of the population of the state.

Activities of the advisory councils are governed by official bylaws approved by the Commission and members serve without pay.

A chairman of the new Centre County Advisory Council will be designated by the Commission at a later date.

Testimony Given on Age Bias

Executive Director Elliott M. Shirk testified recently before a Congressional committee studying age discrimination in employment. The Commission's experience in combating job bias because of age was related by Mr. Shirk at a hearing September 2 of the Select Sub-Committee on Labor of the U.S. House of Representatives.

Commission Tells Franklin Hotel To Serve Negroes

Following a hearing reported in the June-August issue of HUMAN RELATIONS REPORT, the Commission issued an order stating that Negroes must be offered equal and unsegregated service in the bar of the Colonial Hotel in Franklin.

The order directs Richard Goltare, Josephine Goltare and Richard Goltare, Jr., to stop denying service to Negroes because of their race, and to extend full and equal service to Donald L. Lawrence, the complainant, and to other persons without regard to their race, color, religious creed, ancestry or national origin.

The order follows a public hearing in the case May 20 at the Venango County Courthouse in Franklin.

The Commission, acting on the recommendations of the Hearing Commissioners, found that the respondents had committed unlawful discriminatory practices in violation of the Pennsylvania Human Relations Act.

The Commission's order also directs the Goltares to refrain from advising any patron of the bar that he is intoxicated, as a device, trick, or excuse for refusing to sell alcoholic beverages to such patron because of his race, color, religious creed, ancestry or national origin, and to refrain from charging Negroes more than whites for alcoholic beverages.

Human Relations Report

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Commission

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Harry Boyer, Chairman

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Samuel H. Daroff

Edward M. Green

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Mrs. Florence S. Reizenstein

S. D. Roberts

Paul A. Simmons, Esq.

Dr. Robert Johnson Smith

Joseph X. Yaffe, Esq.

Elliott M. Shirk, Executive Director

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Commission Marks 10 Years' Service

Human Relations Report

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Governor William W. Scranton is shown signing one of the six new laws strengthening the Human Relations Act. Lieutenant Governor Raymond P. Shafer (seated right) and Representative K. Leroy Irvis (seated left) were among those attending the ceremony.

New Civil Rights Laws Include Measure Allowing Injunctions in Housing Cases

Six bills strengthening civil rights protection in Pennsylvania were adopted in the 1965 Session of the General Assembly and signed into law by Governor William W. Scranton.

Five of the bills amend the Pennsylvania Human Relations Act, while the sixth changes the Pennsylvania Fair Educational Opportunities Act.

Injunctions in housing discrimination cases are provided for by one of the new bills. The bill provides that when it appears that a housing unit involved in a complaint may be sold, rented or otherwise disposed of before the Commission has completed action in the case, the court of common pleas in the county in which the unit is located may issue an injunction restraining the sale, rental or disposition of the unit. Such injunctions are limited to 30 days, but if an extension of time is required by the Com-

mission, this may be granted at the discretion of the court. A reasonable bond must be posted before the court may grant an extension. The same bill also clarifies the conditions under which local human relations commissions can be created.

Another bill extends the Commission's jurisdiction in employment to employers of 6 or more persons (instead of 12, as it had been), and narrows the exemption for religious, fraternal, charitable and sectarian groups.

Specific authorization for the Commission to issue and require the posting of fair practices notices is provided in another bill, which applies to all areas of Commission jurisdiction.

Another bill specifies that three or more members of the Commission may conduct public hearings.

(Continued on Page 2)

Ten years of service to the people of Pennsylvania is being marked this year by the Pennsylvania Human Relations Commission.

"Freedom Grows in Pennsylvania" is the theme of the anniversary observance.

This theme makes note of the fact that the Commonwealth, birthplace of both the American Declaration of Independence and the United States Constitution, also is the state in which the people, through their elected representatives, have taken additional steps through the years to safeguard the right of every citizen to equality of opportunity in all the vital areas of life.

The Commission—formerly the Pennsylvania Fair Employment Practice Commission—came into being on March 2, 1956 when the original members took their oath of office and held their first meeting.

Governor William W. Scranton agreed to participate in the February meeting of the Commission, scheduled on the tenth anniversary of Senate confirmation of the original members of the Commission February 21, 1956.

Establishment of the Commission resulted from the passage of the Pennsylvania Fair Employment Practice Act in the 1955 Session of the Legislature. The effort of civic, labor, veteran, church and social welfare groups to secure FEPC legislation for Pennsylvania began 10 years earlier, in 1945.

Amendment of the Act in 1961 added housing, public accommodations and education to the Commission's original jurisdiction in employment, and changed its name to the present designation. At the same time, the Commission was assigned to administer the Fair Educational Opportunities Act.

On the eve of the Commission's tenth anniversary, the 1965 Session of the Legislature enacted six bills enlarging the jurisdiction and strengthening the powers of the Commission. (These bills are detailed elsewhere on this page.)

All told, these laws place Pennsylvania among the foremost states of the nation in providing its citizens with legal protection against discrimination in jobs, housing, education and the use of places open to the public.

Four members of the Commission have served from the beginning. They are Chairman Harry Boyer of Reading, Samuel H. Daroff of Philadelphia, Attorney Edward G. Petrillo of Erie and Mrs. Florence S. Reizenstein of Pittsburgh.

Other current members of the Commission are Rev. James B. Cayce of

(Continued on Page 2)

DuPont Chairman Of Advisory Unit In Johnstown

B.T. DuPont is the new chairman of the Commission's Johnstown Advisory Council.

Mr. DuPont is a manager of operations for the Glidden Company in Johnstown. He is a graduate of the University of Pennsylvania and also received a degree from the Massachusetts Institute of Technology in chemical engineering administration. Active in civic affairs, he is the immediate past president of Admiral Robert E. Peary Council of the Boy Scouts of America.

Four new members of the Johnstown Advisory Council are Hershel B. Donald, Attorney Harold Kaminsky, Rev. Victor S. Koontz and Dr. George R. Walter.

Mr. Donald is a staff representative in the Johnstown Office of the United Steelworkers of America, and a union organizer for the past 16 years. He served as a member of the board of directors of the Mon Valley Chapter of the American Red Cross and now is a member of the Johnstown Area Blood Recruitment Committee. He also has served on the board of the Negro American Labor Council in Pittsburgh and the Anti-Poverty Program in Monessen.

Attorney Kaminsky, a graduate of the University of Pittsburgh and its law school, is a former assistant district attorney of Cambria County, and a former president of the Cambria County Bar Association. He also is a past president of the Johnstown Chapter of B'nai B'rith and of the Central Pennsylvania Council of B'nai B'rith.

Rev. Koontz is pastor of Richland Christian Church, Disciples of Christ, in Johnstown. He is a graduate of Kentucky Christian College and the Christian Theological Seminary at Butler University. In Johnstown Rev. Koontz has been active in fraternal affairs and Boy Scout leadership work. Before entering the ministry at the end of World War II, he worked 10 years for Pittsburgh Steel Company in Monessen, leaving as an industrial engineer.

Dr. Walter, a graduate of Pennsylvania State University, received his Master of Letters and Doctor of Philosophy degree in sociology from the University of Pittsburgh. He was hired in 1948 as an instructor at Johnstown College of the University of Pittsburgh, where he has been an associate professor of sociology since 1953. Dr. Walter served as president of Greater Johnstown School Board from 1958 to 1960, and as Mayor of the City of Johnstown from 1960 to 1964.

Brokers' Cooperation Is Asked

A set of guidelines concerning the sale and rental of homes to Negroes in previously all-white neighborhoods has been compiled by the Commission, with the recommendation that it be adopted by associations of real estate brokers in Pennsylvania.

Commission Chairman Harry Boyer presented the guidelines November 19 in testimony before the Philadelphia

Commission on Human Relations, which conducted an investigatory hearing concerning the practices of real estate brokers, owners and managers of housing.

Mr. Boyer declared that "our experience in dealing with the enforcement of the housing provisions of the Pennsylvania Human Relations Act in the Philadelphia area has taught us that realtors and brokers use many delaying tactics, subterfuges, etc., in an effort to deny housing to non-white persons."

Some of the Commission's specific recommendations to associations of real estate brokers are as follows:

—Accept as members licensed brokers who make application and who normally service the non-white community.

—Give full support to brokers who voluntarily comply with the provisions of the Pennsylvania Human Relations Act.

—Pass a resolution endorsing open occupancy and promulgate it throughout the area served.

—Encourage member brokers to keep their listing signs on vacant properties.

—Arrange to sit down and meet with fair housing councils which function in the area served.

—Encourage member brokers to distribute to all clients the Commission's pamphlet entitled "Fair Housing Rights in Pennsylvania."

—Discourage the spreading of rumors and myths about the effect of a Negro moving into an all-white neighborhood.

—Discourage member brokers from actively soliciting sale listings in neighborhoods where the first non-white families have recently taken up residency.

—Do not discourage prospective white buyers from looking at or purchasing homes in areas where non-whites have recently moved.

—In dealing with non-white persons, show all exclusive and multiple listings which meet the specifications set forth by the prospective minority group buyer.

Topic: Housing In Mt. Lebanon

Housing practices in the Mt. Lebanon section of Pittsburgh were documented during a two-day investigatory hearing conducted by the Commission in late November.

The Commission said the investigatory hearing was successful in its purpose of securing facts to clarify the situation in Mt. Lebanon, which, over the years, has become labeled as opposed to Negro and other minority group residents.

A total of 33 persons testified concerning the experiences of Negroes and Jews in seeking to buy or rent homes in Mt. Lebanon and the South Hills area of Pittsburgh.

The investigatory hearing was the first such meeting conducted by the Commission.

Findings of fact, based on this testimony, will be used by the Commission to design new programs on equal opportunity in housing, and to show the need for further remedial legislation.

Commission Marks 10 Years of Service

(Continued from Page 1)

Pittsburgh, Edward M. Green of Harrisburg, Rev. Arnold D. Nearn of Philadelphia, S. D. Roberts of Allentown, Attorney Paul A. Simmons of Monongahela, Dr. Robert Johnson Smith of Elkins Park and Attorney Joseph X. Yaffe of Wyncote.

Among the original Commission members were Charles R. Brown of Hollidaysburg, the Honorable Homer S. Brown of Pittsburgh, Matthew H. McCloskey, III, of Bryn Mawr, Dr. Jesse D. Reber of Harrisburg and William H. Sylk of Philadelphia.

One other former member of the Commission is the Honorable A. Leon Higginbotham, Jr., of Philadelphia.

New Civil Rights Laws Include—

(Continued from Page 1)

Under terms of another bill, the Commission may seek court enforcement of an order in the county in which the public hearing in the case was held, as well as in the Court of Common Pleas of Dauphin County.

Finally, the Fair Educational Opportunities Act was amended to provide that it shall be an unfair educational practice for a religious educational institute to discriminate because of race, color, ancestry or national origin against any student or person seeking admission.

Compliance Work Gets Results in Jobs and Housing

Much of the Commission's compliance work never comes to public attention, because of the law's requirement of confidentiality except in cases that can not be adjusted through conference and persuasion and are scheduled for public hearing.

However, jobs, housing and equal service in places of public accommodation are secured for many individuals by means of such confidential investigations. Recent cases in which successful results were obtained for complainants include the following:

Employment

A Negro who was dismissed from his job as a stockhandler in a distillery charged racial discrimination. Investigation substantiated the fact that Negro workers in one section of the plant were accorded inferior treatment by their supervisor, who also referred to colored employes as "Tom" or "Captain" even though he knew their names. The complainant was rehired, and, as a result of the Commission's discussions with management concerning the absence of Negroes in any job classification other than general labor, two additional Negroes were hired shortly thereafter, one as a receptionist, another as a records clerk.

A 43-year-old man complained that he was refused a job as a bus driver because of age discrimination. This was admitted by the personnel director of the transportation firm, who said he felt men over 35 were more accident-prone and more costly to train and insure. When a review of records showed that the complainant had qualifications equal to or higher than many of the drivers employed in the recent past, the 43-year-old "older worker" was hired.

A Negro complained of racial discrimination in being refused a job at a manufacturing plant. A review of records showed that white persons less well qualified than the complainant were hired, and that, contrary to the excuse that only experienced workers were accepted, inexperienced white persons had been employed. The company then hired the complainant.

Housing

The owner of an apartment building admitted that he refused to rent to a Negro for fear of losing other tenants, even though he considered the applicant an ideal type of tenant. As a result of the Commission action, the complainant was offered a lease and moved into the



Two staff members of the Commission served as speakers at the recent annual meeting of the Pennsylvania Conference of Branches of the National Association for the Advancement of Colored People. In top photo, a panel on employment featured (left to right) Wilbert Singleton, Assistant to the Commission's Director of Compliance; Attorney Samuel C. Jackson, Commissioner, U.S. Equal Employment Opportunity Commission; Dr. F. L. Vaughns of Uniontown, Conference employment committee chairman, and James E. Williams, Personnel Supervisor, Bell Telephone Company of Pennsylvania. In bottom photo, members of a panel on education (left to right) were Attorney David Hill, Executive Director of the Mayor's Committee on Human Resources in Pittsburgh; Miss Dorothy Moat of Media, recorder; Miss June Shagaloff, Education Specialist of the NAACP; Mrs. Sarah Austin of Sharon, Conference education committee chairman; Robert Butler, President, West Chester NAACP Branch; Daniel Rogers, Director of the Bureau of Community Development in the Pennsylvania Commerce Department, and Frank D. Davis, the Commission's Director of Publicity and Information.

apartment without incident.

In a similar case, an apartment in a suburban area was refused to a Negro engineer because of his race. However, the owners agreed to comply with the law, and the engineer got the apartment.

The application of a Negro for public housing was refused in one city because the project to which he applied traditionally was a "white area," based on a racial quota system. Although the complainant secured suitable housing elsewhere, the Commission required the housing authority to implement an "open occupancy policy" to overcome existing patterns of segregation.

Public Accommodations

A barber admitted refusing to give a Negro a haircut. Although he cited a number of hypothetical reasons why it would be impossible for him to provide service, the Negro returned to the shop and received a satisfactory haircut.

A Negro was refused a bottle of beer in a tavern. The bartender, a "fill-in" worker, admitted that he acted on his own, not on the owner's instructions, in refusing equal service. The complainant

returned later and received courteous service.

A roller skating rink permitted Negroes to skate only one night a month—an evening referred to by the wife of the owner as "Negro Night." The owner agreed to comply with the law and Negroes later skated on regular skating nights.

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Order Issued Against Rental Agents for Apartments; Deceitful Practices Listed

A cease and desist order has been issued by the Commission against the rental agents for an apartment complex located in Swissvale, near Pittsburgh.

Those named in the Commission's order are Eugene G. Martinelli, Erik Lawson and Gladys B. Lawson, and Lawson, Inc., of 2006 Noble Street, Pittsburgh.

The order follows a public hearing November 29 in which Timothy D. Edwards, a Negro, testified that he was refused the rental of a unit in the Garden Court Apartments, 2235 Braddock Avenue, Swissvale, because of his race.

The Commission ruled that the respondents had violated state law and ordered them to cease and desist from refusing to rent units in the

Garden Court Apartments to Mr. Edwards, and from maintaining a policy of refusing to rent to Negroes, because of their race, apartments in Garden Court or any other housing accommodations now or hereafter owned, built, managed or controlled by them.

The facts on which the Commission decision was based included the following:

—When Mr. Edwards talked with Mr. Martinelli on the morning of September 20 concerning his interest in renting at Garden Court (after three previous attempts to get information were ignored), Mr. Martinelli tried to rent to Mr. Ed-

wards an apartment in an area substantially inhabited by Negroes, and only permitted him to look through the windows of Apartment H-1-L at Garden Court, claiming he did not have the key.

—Early in the evening of September 20 Mr. Edwards and his fiancée decided to take Apartment H-1-L, but his deposit of \$50 was refused by the persons in the office of Lawson, Inc., one of whom was Mrs. Lawson.

—On the evening of September 20, Mrs. Lawson personally typed a lease for Apartment H-1-L and at about 8:30 p.m. visited Miss Betty Ann Zembower, who was occupying Apartment B-3 at Garden Court, and induced her to sign the lease agreement for Apartment H-1-L. Although Apartment H-1-L had been vacant and available for rent since September 7, Miss Zembower was not approached or otherwise asked to move at any time between September 7 and the evening of September 20.

—Sometime between 6:45 p.m. September 20 and 1:30 p.m. September 21 Mr. and Mrs. Lawson put curtains over the windows of Apartment H-1-L to give the appearance that the apartment had been occupied.

—During the investigation of the case, the respondents advised Commission representatives that Apartment H-1-L had been rented to a Miss Betty Ann Zembower, but they claimed they did not know her address, when, in fact, they knew she was then occupying Apartment B-3 at Garden Court.

—Although Mr. Martinelli, by letter dated October 22, notified Mr. Edwards that he was refused the apartment because he was a poor credit risk, the credit report on Mr. Edwards did not warrant such a rejection.

—Despite the fact that Miss Zembower signed a lease agreement to rent Apartment H-1-L, within five days she notified the respondents that she did not wish to move from Apartment B-3. Apartment H-1-L remained vacant until October 6, when it was occupied by William Lipchak, who is white. Mr. Lipchak filed his application on October 5, without setting forth any credit references, was accepted as a tenant by Mr. Martinelli, and moved into the apartment on the following day.

Shannonhouse Heads Chapter

Stuart Shannonhouse, Housing Specialist in the Commission's Pittsburgh Regional Office, is serving as Chairman of the Pittsburgh Chapter of the National Association of Intergroup Relations Officials.

Barber Ordered To Cut Hair of Negro Patrons

Richard F. Draper, Jr., doing business as Dick Draper's Barber Shop in West Chester, has been ordered by the Commission to cut the hair of Negroes who patronize his shop.

The order follows a public hearing in October at which Carl A. Brown, a Negro resident of West Chester, testified that he was refused a haircut in the Draper Barber Shop on July 17, because of his race.

Mr. Draper claimed that his refusal was because he did not know how to cut a Negro's hair and did not have the proper tools.

After considering all the evidence, particularly the testimony of a barbering instructor who testified as an expert witness, the Commission found that Mr. Draper had committed unlawful discriminatory practices in violation of state law.

The barbering instructor testified that (1) a barber does not need any kind of special tools or equipment to be able to cut the hair of a Negro, and (2) the hair of a Negro is not sufficiently different from the hair of other people so as to make it impossible for a white barber with general experience in barbering to be able to cut a Negro's hair.

The Commission's order requires the Draper Barber Shop to extend its services to Mr. Brown and all other persons, without regard to their race, color, religious creed, ancestry or national origin.

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Paul A. Simmons, Esq.
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk, Executive Director

McKeesport Council Gets 2 New Members

Two new members of the Commission's McKeesport Advisory Council are Rabbi Sidney I. Goldstein and Boyd Newell.

Rabbi Goldstein is spiritual adviser at Temple B'nai B'rith Israel in McKeesport. A graduate of the College of the City of New York, he received his master's degree from Teachers College in New York and is a graduate of the Hebrew Union College in Cincinnati.

Mr. Newell is supervisor of personnel services at the Christy Park Works of U.S. Steel Corporation. He is a graduate of Donora High School and the University of Pittsburgh and is a veteran of four years service in the U.S. Army.

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1966
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RECORD NUMBER OF CASES DOCKETED

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COMMISSION SUCCESSFUL IN GETTING COURT TO SET EARLIER DATE FOR CHESTER HEARING

The Commission was successful in getting an earlier date scheduled for a Superior Court hearing on its appeal from the ruling of the Dauphin County Court of Common Pleas in the Chester School District case.

The hearing, originally set for the March 1967 term of the Superior Court, was moved up to the June 1966 term of the Court, on motion of the Commission.

The Dauphin County Court, in a decision rendered on February 7 of this year, upheld portions of the Commission's desegregation order against Chester School District, but ruled that the Pennsylvania Human Relations Act does not give the Commission authority in the

area of de facto segregation in schools.

As a result, the Dauphin County Court did not support the Commission's order to Chester School District to desegregate an all-Negro junior high school and five all-Negro or substantially all-Negro elementary schools.

It is this portion of the county court ruling which the Commission is appealing to the Superior Court.

The Dauphin County Court did sustain the Commission's position with respect to unequal physical conditions at white and Negro schools, assignment of white and Negro teachers and clerks on a racial basis, and establishment of kindergartens at three all-Negro elementary schools.



Richard B. Anliot, the Commission's Director of Education, spoke at a workshop of the Pennsylvania NAACP Conference March 26 in Harrisburg. Other panel members (seated) were Mrs. Sarah D. Austin of Sharon, chairman of the education committee of the state NAACP, and Victor E. Celio, coordinator of Title I, Elementary and Secondary Education Act, for the Department of Public Instruction.

The Commission's Tenth Annual Report shows that a record number of discrimination complaints were docketed in 1965.

The Commission received 517 complaints last year, compared to 515 in 1964 and 505 in 1963.

Last year's cases included 260 involving charges of discrimination in employment, 184 in housing, 64 in places of public accommodation and 9 in education.

Race or color was the basis for the alleged discrimination in 64 per cent of the cases filed in 1965. Religion was the basis in 3 per cent, national origin in 1 per cent and age in 5 per cent. Other discriminatory acts or unlawful specifications accounted for the remaining 27 per cent.

The Commission completed action during the year on 642 cases—324 in employment, 220 in housing, 83 in public accommodations and 15 in education.

An unlawful practice was found and

Amendment Aid 'Appreciated'

In releasing its Tenth Annual Report, the Commission sent the following message to the Pennsylvania Equal Rights Council:

"The members of the Pennsylvania Human Relations Commission are deeply indebted to the officers and members of the Pennsylvania Equal Rights Council for their dedicated help in securing vitally-needed amendments to the Human Relations Act and the Fair Educational Opportunities Act during the 1965 Session of the General Assembly. Each and every one of the civic, labor, fraternal and religious organizations affiliated with the Pennsylvania Equal Rights Council has our appreciation and deserves the thanks of all citizens for working so hard in this effort to improve intergroup relations in Pennsylvania."

adjusted in 53 per cent of the cases closed. The specific charge was not established in 39 per cent of the cases. The Commission found it lacked jurisdiction in 5 per cent of cases, while in the remaining 3 per cent the case was withdrawn or the complainant failed to proceed.

Public hearings totalled 13, of which

(Continued on Page 3)



Members of a panel who spoke at a seminar in Pittsburgh for staff members of the Commission were (left to right) Attorney Henry R. Smith, Jr., state president of the National Association for the Advancement of Colored People; Rev. Father Donald W. McIlvane, convener of the Pittsburgh Area Religion and Race Council; Edward E. Smith, director of vocational services for the Urban League of Pittsburgh; Commission Executive Director Elliott M. Shirk, and Louis Mason, Jr., executive director of the Pittsburgh Commission on Human Relations.

COMMISSION DISMISSES COMPLAINT AGAINST REAL ESTATE AGENCY & OWNERS OF HOUSE

A discrimination complaint against a Haverford real estate agency and the owners of a house in Bryn Mawr has been dismissed by the Commission.

The action was taken in the case of Catherine L. Settle vs. Walter A. Stringer and Frank R. J. Sellers, individually and doing business as Stringer-Sellers Real Estate, and Robert P. Worrall and Doris E. Worrall, the owners of the house.

Dismissal of the case followed a public hearing November 12 and December 29 in Villanova at which all of the respondents appeared and testified.

The Commission followed the recommendation of its panel of four Hearing Commissioners, who concluded that the facts in the case did not support a finding of discrimination.

The Hearing Commissioners said that "clear and convincing testimony submitted by the respondents and their witnesses leave little doubt that the complainant's offer to purchase (the house in Bryn Mawr) was not refused because of her race, but because of other valid reasons, having nothing to do with her race."

The Commission panel concluded from the testimony that a commitment by the respondents to rent the house to a university professor and his family was made prior to the time that the complainant submitted her offer, and on the morning of the same day that the complainant's offer was submitted. The respondents' claim that the property had

been removed from the market prior to the time the complainant sought to examine the property was upheld by the testimony of the university professor, by his real estate broker and by the employees of Stringer-Sellers Real Estate.

The Hearing Commissioners said also that the evidence is clear that the decision to rent the house was bona fide and not a mere excuse manufactured by the owners or their agents for refusing to sell to the complainant. This evidence included a newspaper advertisement showing that the house was offered for rent more than two weeks prior to the date on which the complainant sought to buy the house.

At Your Service

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HEADQUARTERS—

1401 Labor and Industry Building,
Harrisburg; Telephone 787-5010

HARRISBURG REGION—

301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone EXpress 1-2100, Ext. 840.

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080

HOUSING DIRECTOR AND 5 FIELD MEN JOIN COMMISSION

A new director of Housing and five field representatives are recent additions to the staff of the Commission.

H. Gordon Council, Jr., of Camp Hill assumed duties as director of the Commission's housing program on April 27. A pioneer paratrooper and combat veteran of World War II, Mr. Council has been a licensed real estate salesman for the past seven years. His experience also includes six years as a business management specialist in the automotive field.

The new field representatives are Derell E. Blalock, Patrick Kenney, Jr., and Orville B. Marsh—assigned to the Commission's Harrisburg Regional Office—and Vincent F. Rossi and Samuel A. Young—assigned to the Philadelphia Region.

Mr. Blalock served the Commission briefly in 1956 and 1957. He assisted in the integration of military units of the Seventh Army in Germany following World War II. He also worked for the Philadelphia School District, the Veterans Administration and other agencies of the Commonwealth.

Mr. Kenney, a former employe of Olmstead Air Force Base, is treasurer of the Lancaster City-County Human Relations Committee and a director of the Urban League of Lancaster County. He also is a past vice president of the Pennsylvania Junior Chamber of Commerce.

Mr. Marsh has had a long career in the sales field, including work in the development, sale and rental of residential housing. During World War II he helped to place government workers in Washington, D. C.

Mr. Rossi has worked for 21 years in the field of law enforcement, including 12 as a liaison representative between the Philadelphia Police Department and Youth Conservation, a division of the Philadelphia Department of Public Welfare.

Mr. Young has an extensive background in education and the social sciences. His experience includes three years as a recreational instructor in the New York State Department of Mental Hygiene, one year as an instructor at Florida A & M University and two years as an English and social studies teacher in Delaware.

FLAMER IS LECTURER ON TV

John W. Flamer, Supervisor of the Commission's Harrisburg Regional Office, was guest lecturer on the College of the Air series program telecast April 19 by Station WGAL-TV of Lancaster.

ACTION ON REAL ESTATE MEN ASKED

The Commission has asked the State Real Estate Commission to take disciplinary action against two Pittsburgh real estate men.

In a report issued May 11 on its investigatory hearing into discrimination in housing in the Mt. Lebanon section of Pittsburgh, the Human Relations Commission said it believes that the activities of James W. Stevenson, Jr., and Duane R. Jennings constitute "incompetency and bad faith" within the meaning of these terms in the Real Estate Brokers License Act of 1929.

Stevenson is a licensed real estate broker, with offices at 666 Washington Road, Mt. Lebanon.

Jennings is a licensed real estate salesman in the firm of Hall Real Estate Company, 695 Washington Road, Mt. Lebanon.

Stevenson was criticized by the Commission because (1) he called the employer of a white homeowner who was willing to show his home in Mt. Lebanon to Negro applicants, for the purpose of inducing the employer to put pressure on the employee to change this practice, and (2) he phoned white neighbors of the same Mt. Lebanon man to urge them to hold block meetings and to take action to prevent the sale of the home to a Negro family.

Jennings was criticized because (1) he called the same white homeowner in Mt. Lebanon and urged the owner not to show his home to a Negro, and (2) he called the employer of the Negro home-seeker and urged the employer to deter the Negro from buying a home in Mt. Lebanon.

In an investigatory hearing, like the one held in the Mt. Lebanon situation, the Commission is not empowered to issue any order.

The investigatory hearing was successful in focusing the attention of the entire community on discriminatory housing practices in the Mt. Lebanon and South Hills area of Pittsburgh, so that the religious and moral conscience of the community will be so aroused as to cause it to take affirmative actions to eliminate such discriminatory practices.

The Commission recommended that civic groups, churches and synagogues increase their efforts to educate residents of the South Hills and Mt. Lebanon areas toward support of equal opportunity in housing. It said this is vital because three-fourths of the housing units in Mt. Lebanon are owner-occupied and therefore exempt from the housing provisions of the Pennsylvania Human Relations Act.

In addition, however, the Commission recommended that the Act be amended

to extend coverage of the anti-discrimination law to all housing units in Pennsylvania.

RECORD NUMBER OF CASES IS DOCKETED

(Continued from Page 1)

9 were in housing cases and 4 were in public accommodations cases.

The Commission stepped up its efforts to promote affirmative action projects in which employers, educators, housing officials and others are encouraged to start programs which reach out to the Negro and other minority group persons who have benefitted little to date from anti-discrimination laws.

In the area of employment, a "Fair Employment Survey of the West Chester Area" was released by the Commission in April 1965 and resulted in affirmative action programs by selected employers who broadened their efforts to recruit, hire and train minority group workers in the West Chester area. Elsewhere in the state, the Commission also worked with large firms on pilot projects in affirmative action.

To secure affirmative action in housing, Commission staff members visited 418 housing developments during the year to make certain that sales and rental managers were acquainted with the requirements of the Fair Housing Law.

A major project in the area of public accommodations resulted in visits to the proprietors and managers of 593 swimming pools and beaches prior to their opening for the summer of 1965. This program may have served to reduce swimming pool complaints from 18 in 1964 to one in 1965.

The Commission's educational program in 1965 also included the promotion of local community race relations workshops. Such workshops were held in Aliquippa, Johnstown, Steelton and Williamsport, and planning work was started in a number of other communities.

Although the laws administered by the Commission were strengthened by important amendments during the 1965 Session of the Legislature, the Commission said in its transmittal letter to the Governor and members of the Legislature that vital areas of the program are still in need of legislative improvement.

"The Commission," the report said, "is of the firm belief that the best interests of all citizens of the Commonwealth would be served by amending the Human Relations Act to extend coverage of the employment provisions of the law to all employers, and to make all housing units



Dr. Glen L. Musser

DR. MUSSER HEADS CENTRE COUNTY UNIT

Dr. Glen L. Musser assumed his duties in April as the first chairman of the new Centre County Advisory Council to the Commission.

Dr. Musser is president of the H. R. B. Singer Company in State College. He also is a church councilman and is active in the American Heart Association and the United Fund. A graduate of Susquehanna University, he also earned a master of science degree at Case Institute of Technology and a Ph.D. degree at Pennsylvania State University.

subject to the fair housing provisions of the law."

The Commission said that the present exemption of employers who hire less than six persons leaves minority group persons open to discriminatory employment practices in more than two-thirds of all business establishments in the state.

Likewise, more than half of the total number of housing units in Pennsylvania at present are outside the protection of the fair housing law, because of the exemption of owner-occupied single and double units.

The Commission also recommended the adoption of an amendment that would clearly define de facto segregation in schools as an unlawful discriminatory practice, and would specify that the Commission has authority to order school boards to take action to eliminate racial imbalance in public schools.



Commissioner Joseph X. Yaffe, Esq., was the principal speaker at a dinner April 1 at which the Commission's General Counsel, Nathan Agran, was honored for 20 years of service to the Jewish Community Relations Council of Philadelphia. Mrs. Agran is seated with her husband.

FILM 'NEGRO IN PENNSYLVANIA HISTORY' READY FOR USE IN FALL AT ALL SCHOOLS

A new motion picture film, "The Negro in Pennsylvania History," will be available this fall to all school children in the Commonwealth.

The 24-minute sound film was produced by the Human Relations Commission, in cooperation with the Department of Public Instruction.

Shown in the film are highlights of the participation of Negro Pennsylvanians in the state's history, from the American Revolution to the present.

The film shows the involvement of Negroes in business, labor, church and civic affairs in Pennsylvania, and depicts their efforts to achieve full equality of opportunity in employment, housing and education.

Beginning in September, schools may borrow prints of the new film from the Regional Instructional Materials Centers located throughout the state. Public schools not affiliated with a Regional Instructional Materials Center and private schools may secure the movie from film libraries operated by Carnegie Library of Pittsburgh and the Free Library of Philadelphia.

The film is most suitable for use in junior-senior high school social studies classes, particularly in Pennsylvania and American history and in sociology.

A discussion guide, developed by Miss Jeanne Brooker, intergroup education advisor in the Department of Public Instruction, will be available for use with the film.

"The Negro in Pennsylvania History"

was produced by Robert Disraeli Films. In addition to historical material pictured, the film includes scenes photographed in various cities and towns throughout Pennsylvania.

AGENCIES REVISE WORK AGREEMENTS

Revision of the Commission's memorandums of agreement with the city human relations commissions in Erie, Pittsburgh and Philadelphia was the topic of a meeting held April 20 in Pittsburgh.

Officers from the four anti-discrimination agencies drafted changes in the agreements made necessary by recent amendments to the Pennsylvania Human Relations Act, and made other changes to improve efficiency of the agreements.

Present at the work session were Executive Director Elliott M. Shirk of the State Commission, Executive Director Leonard L. Karter of the Erie Human Relations Commission, David B. Washington, Chief of Compliance of the Pittsburgh Commission on Human Relations, and Executive Director Terry Chisholm of the Philadelphia Commission on Human Relations.

The memorandums of agreement are designed to improve the working relationship between the state and city commissions, and to prevent any duplication of effort in carrying out compliance and education programs.

GROUP RELATIONS TOPIC ATTRACTS 120 EDUCATORS

More than 120 presidents and other administrative officers of Pennsylvania colleges and universities attended a "Higher Education Invitational Conference on Intergroup Relations" February 3 in Harrisburg.

Sponsors of the conference were the State Board of Education, the Department of Public Instruction and the Pennsylvania Human Relations Commission.

Dr. J. R. Rackley, Superintendent of Public Instruction, told the conference that:

"The more we're able to identify ourselves with the problems, the better we'll be able to conduct ourselves in our attempts to advance opportunities for all people."

Commission Executive Director Elliott M. Shirk told the assembled educators that:

"The intergroup relations problem is so complicated that it takes cooperation between all elements of the community to be resolved. The Commission is acting as a representative of the total community in this matter by mandate of law, and this also means that it has the obligation to give school leadership the encouragement and support it may need to offset the opposition it will encounter from some reactionary segments of the community when it attempts to integrate all aspects of school life."

Human Relations Report — Vol. 5, No. 2

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Pennsylvania Human Relations
Commission

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Department of Labor and Industry
William P. Young, Secretary

Human Relations Commission
Harry Boyer, Chairman
Rev. James B. Cayce
Samuel H. Daroff
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Mrs. Florence S. Reizenstein
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Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk, Executive Director

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Negro Employment Is Doubled at 10 Plants in West Chester Area

The number of Negro workers employed at 10 plants in the West Chester area of Pennsylvania doubled during the two years following a "Fair Employment Survey" and the launching of an affirmative action program there by the Commission.

In the period from June 1964, when the survey was made by the Commission, to May 1966 the number of Negro employees in the 10 companies increased from 130 to 266.

Negroes constituted 20 percent of all new hires during the two-year period. The proportion of Negroes in the work forces of these firms increased from 6 percent to 10 percent.

Negroes make up about 17 percent of the population of West Chester.

The actual number of Negroes rose at all plants in the group of 10 except one, where it remained the same. In one plant the number of Negro workers increased from 26 to 84. In another it rose from 18 to 43.

Among the job titles in which Negroes were hired for the first time by various companies were truck driver, pressman, engineer, quality control operator, accounting trainee and painter's helper.

In addition to the new hires, a total of 75 Negroes received promotions during the two-year period.

The 10 firms were selected from among 68 whose employment practices were surveyed by the Commission to get facts needed to implement an affirmative action program for integrating employee forces with qualified minority group workers at all levels and in all job classifications.

Commission staff members revisited the 10 firms selected and recommended steps that could be taken by the companies to make certain that their fair employment policies were known and understood by everyone, and to broaden their recruitment, hiring and training

practices to reach all segments of the community.

In conducting the affirmative action project, the Commission had the cooperation of the Board of Directors of the Chamber of Commerce of Greater West Chester.

Everett Smith Is New Commissioner

Everett E. Smith of Wyomissing is the newest member of the Pennsylvania Human Relations Commission.

Governor Scranton's appointment of the Berks County man to membership on the Commission was confirmed by the Senate on June 15.

Mr. Smith will complete the term of S. D. Roberts of Allentown, who resigned upon moving out-of-state.

Mr. Smith is manager of industrial and labor relations, plant services and inspection at the Reading Plant of Western Electric Company, for whom he has worked since June 1929. He was among the first contingent to open the Reading Plant in 1952.

In addition to being president of the Family Service of Reading and Berks County and chairman of the Inter-Religious Committee on Race of Reading and Berks County, Mr. Smith serves on committees of the Pennsylvania State Chamber of Commerce, the National Council of the Young Men's Christian Association and the Family Service Association of America.



Mr. Smith

8 New Changes In Law Backed By Commission

Eight new proposals for amending the Pennsylvania Human Relations Act have been recommended by the Commission for enactment in the 1967 Session of the Legislature.

The newly-proposed changes, plus amendments recommended previously but not adopted by the Legislature, were approved by the Commission at its meeting August 29.

The new proposals would:

- Empower the Commission to post a notice on any vacant apartment or house involved in a discrimination case, warning that the unit is the subject of a complaint action.
- Permit appeal from a Commission order to be taken to the court of common pleas in the county in which the public hearing was held, as well as to the Commonwealth Court in Dauphin County.
- Make it mandatory, upon the filing of affidavits as to probable cause and necessity, for a court to grant an ex parte preliminary injunction in housing complaints.
- Require an owner who appeals from an order of the Commission in a housing case to post security in order to secure a supersedeas. (A supersedeas, if granted by a court, prevents the Commission's order from going into effect.)
- Declare it an unlawful discriminatory practice for any real estate broker or salesman to accept a listing of housing that is subject to the Human Relations Act with the understanding that a prospective purchaser or renter may be discriminated against because of his race, religion or national origin.
- Declare it an unlawful discriminatory practice for any respondent in a housing complaint to give false information to a prospective buyer or tenant for the purpose of discriminating against him on account of his race, religion or national origin.
- Declare it an unlawful discriminatory practice for any respondent in a housing complaint to make distinctions in the location of a house or apartment or to make distinctions relative to the time of delivery of a house or date of availability of an apartment because of a prospective buyer's or tenant's race, religion or national origin.
- Declare it an unlawful discriminatory

(Continued on Page 2)

New Employment Posting Notice Is Mailed To More Than 52,000 Pennsylvania Firms

A new employment posting notice was mailed by the Commission this summer to more than 52,000 employers now subject to the provisions of the Human Relations Act.

The new poster was necessitated by an amendment in the last session of the Legislature which extended the provisions of the Act from employers of 12 or more persons to employers who hire 6 or more workers.

A letter accompanying each copy of the poster notified employers that additional copies could be secured from the Commission for use on multiple bulletin boards and at different office or plant locations.

During the first two weeks after the completion of the mailing, the Commission received requests from employers for more than 20,000 additional copies of the poster.

The Commission is indebted to various business associations which helped to call attention to the new poster. For example, the August issue of THE MASTER BUILDER OF WESTERN PENNSYLVANIA reproduced the posting notice and provided its contractor members with other pertinent information about the poster.

EMPLOYMENT PROVISIONS PENNSYLVANIA HUMAN RELATIONS ACT (Act of October 27, 1955, P.L. 744, as amended)		
PURPOSE OF PROVISIONS	The purpose of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 to 62) or national origin.	
UNLAWFUL DISCRIMINATORY PRACTICES	It is unlawful — because of race, color, religion, ancestry, age (40 to 62) or national origin — for an employer, labor union or employment agency to: 1. Deny any person an equal opportunity to obtain employment or to be promoted or upgraded. 2. Discriminate in compensation, tenure or other conditions or privileges of employment. 3. Deny membership rights and privileges in any labor organization. 4. Deny any person an equal opportunity to be relieved from employment.	
PARTIES SUBJECT TO THE ACT	The employment provisions of the Pennsylvania Human Relations Act apply to: (1) Employers of 6 or more persons, including units of state and local government, (2) labor organizations, and (3) employment agencies.	
WHO MAY FILE A COMPLAINT	Complaints may be filed by any of the following: (1) An individual who believes he has been discriminated against. (2) The Pennsylvania Human Relations Commission. (3) The Attorney General of Pennsylvania or (4) An employer whose employees hinder compliance with the provisions of the Act.	
PARTIES EXEMPT FROM THE ACT	The employment provisions of the Pennsylvania Human Relations Act do not apply to: (1) Employers of less than 6 persons. (2) An individual employed by his parents, spouse or child. (3) Agricultural workers, or (4) Persons in domestic service.	
WHO MUST POST THIS NOTICE Every employer, labor organization and employment agency subject to the employment provisions of this Act is required by law to post this notice. The notice must be placed in an easily accessible and well-lighted location customarily frequented by applicants, employees or members.		
WARNING Removing, defacing, covering up or destroying this notice is a violation of the Pennsylvania Penal Code and may subject you to fine or imprisonment.		
WHERE COMPLAINTS MAY BE FILED AND INFORMATION OBTAINED PENNSYLVANIA HUMAN RELATIONS COMMISSION		
PITTSBURGH Room 810 4 Smithfield Street Express 1-2100 Ext. 840	HARRISBURG First Floor 301 Muncie Street 787-4676	PHILADELPHIA 101 State Office Building Broad and Spring Garden Streets LOUW 9-4000, Ext. 8080

The Commission's new employment notice must be posted where it can be seen and read by employees, job applicants and persons applying for union membership.

8 New Changes in Law Are Backed - - -

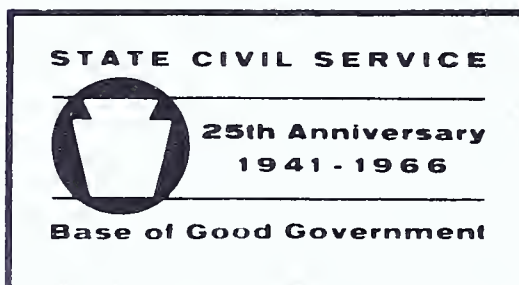
(Continued from Page 1)

practice to harass, threaten or penalize any individual because he has complied with the law or because he has expressed his rights under the law.

The Commission also is renewing its proposal that the Legislature specify that one (1) member of the Commission may act for hearing purposes, instead of three (3) as specified in an amendment adopted in the 1965 Session of the Legislature. It noted that the Hearing Commissioner or Hearing Commissioners only make a recommendation to the full Commission, which alone has the authority to rule after a Public Hearing and to issue an Order. The present requirement that three Commissioners must sit at each Public Hearing has proved burdensome to the members of the Commission who are private citizens who have their own businesses and occupations to pursue.

Seven other changes previously recommended to the Legislature but not adopted to date are as follows:

- Eliminate the present exemption of owner-occupied homes.
- Authorize the Commission to deal with racial imbalance in the public schools, whether intentional or caused by "de facto segregation."
- Require State licensing authorities to take appropriate disciplinary action against any licensee who has violated the provisions of the Human Relations Act.
- Specifically empower the Commission to use subpoenas during the investigation of complaints.
- Empower the Commission to deal generally with all problems of racial discrimination and racial tension and to hold "investigatory hearings" in connection therewith.
- Eliminate the exemption of agricultural workers from coverage of the fair employment practice provisions.
- Establish the Commission as an independent agency.



Hits Confused Thinking about Home as Castle

Confused thinking about the home "as a castle" and a house as a piece of real estate was pinpointed by Attorney Edward G. Petrillo, a member of the Commission at the time of the investigatory hearing into the Mt. Lebanon housing situation. In reply to a statement opposing the extension of the Fair Housing Law to cover all housing units in the state, Attorney Petrillo explained:

"I think . . . your statement confuses protection of the home with sale of a house. When an individual sells a house, it is no longer his home and he is not concerned with the protection of it or he would not be selling it. It is a commodity he disposes of for a financial gain. He has already committed his home to elsewhere. Therefore, the emotional appeal of the term protection of the home does not apply to the sale of a house, and once a man changes his home, I have yet to see the individual who cares what happens to his house that he sold. He is interested in the selling of it.

"Now, I think if you are referring then to people who live next door and you are saying that he wants to protect their homes from an invasion by people whom they consider undesirable, then the same would apply to commercial housing, because you have neighbors living next door to a commercial house. Therefore there can be no logical distinction in selling a multi-unit or a two or three family unit, because the neighbors next door would have the same reaction."

Poster Ready for 'Inner City' Use

The Commission has a new poster for use in store windows and community centers as part of its "Inner City Project."

The poster advises the citizen that he has a right to a job, a home, an education and equal service in Pennsylvania. The "Inner City Project" is being carried out by the Commission to give residents of urban areas a better knowledge of the main provisions of the Human Relations Act and the services of the Commission.

2 Negro Families Set Back in Quest for Housing

Two Negro families who were denied housing because of racial discrimination suffered another setback this summer when orders issued by the Commission in their cases were appealed to the courts by the owners, and the Commission was restrained from enforcing its directives.

The families are those of Mr. and Mrs. James C. Sampson of Philadelphia, who were refused an opportunity to rent a vacant one-family house in Newtown Square—because of their race, and Mr. and Mrs. Kenneth D. Hill of Yeadon, whose attempt to rent an apartment in the Broadlawn Apartments in Bryn Mawr was rebuffed because they are Negroes.



Mrs. Sampson

In the Sampson case, the Commission had moved with unprecedented swiftness to bring the issue to a public hearing, and to issue an order which required the owners of the house to rent to the Sampson family.

The Commission order was issued on June 28th, only 18 days after Mr. and Mrs. Sampson filed their complaint against Irving A. Miller, an agent, and Kenneth J. Huber and Charles W. Huber, owners of the house at 148 Third Avenue in Newtown Square.

Miller is a licensed real estate broker with offices at 2550 W. Chester Pike, Broomall. Charles W. Huber is the father of Kenneth J. Huber. The Hubers' place of business is at 4224 W. Chester Pike, Newtown Square.

The order of the Commission also required the Hubers to sell and rent all other housing which they own, and which is subject to the Pennsylvania Human Relations Act, without regard

to race, color, religion, ancestry or national origin.

In its findings of fact accompanying the order, the Commission stated that the Hubers had offered no reasonable explanation for refusing the bona fide offer of the Sampsons to rent—for \$135 per month—the house at 148 Third Avenue, Newtown Square.

The Commission found that the Hubers had been maintaining a policy of refusing to rent 148 Third Avenue, Newtown Square, to Negroes because of their race, and of attempting to secure a white tenant for the house. On June 9, the Commission found, the Hubers used another real estate broker, in an attempt to rent the house to a white tenant.

Prior to the public hearing in the Sampson case the Commission made the first use of a 1965 amendment to seek a court injunction that would prevent the sale, rental or other disposition of the Huber house until it could make a final determination in the case. However, Judge Edwin E. Lippincott, II, of the Common Pleas Court of Delaware County on June 24 withheld action on the Commission's motion until at least September after an attorney for the Hubers filed preliminary objections.

When the Hubers appealed the Commission order they also were successful in securing a writ of supersedeas to prevent the Commission's order from going into effect until a ruling is made on the appeal.

The Commission's order in the Hill case was issued on June 29th. Ronald Altman, David Dolgenos and Norman Feinberg, individually and doing business as Gateside Bryn Mawr Co., were ordered to rent a unit at Broadlawn Apartments, 200 David Drive, Bryn Mawr, to Mr. and Mrs. Hill and their 3-year-old daughter.

The Commission ruled that the Hills were discriminated against because of their race when they were refused the rental of a two-bedroom apartment in the 300-unit apartment complex.

The Commission noted that on the same day (May 8, 1966) that the Hills were told there were no apartments available then or in the immediate future, a white member of the Fair Housing Committee of Radnor Township was told that apartments would be available on May 15, on June 1 and on July 15, and on the following day was permitted to execute an application and to pay \$145 for the first month's rent on a two-bedroom apartment.

The Hearing Commissioners in the case said they believe the agent for the apartment owners lied to the complainants because they are Negroes, and be-



Mr. and Mrs. Kenneth D. Hill

cause she did not want to take the responsibility upon herself of renting an apartment to Negroes in an apartment house of 300 units in which there wasn't a single Negro tenant.

In both the Sampson case and the Hill case the owners of the housing involved appealed the Commission's order to the Commonwealth Court in Harrisburg. Arguments on the appeals were scheduled by the Court for September 27-30.

Defense of Fair Housing Groups Noted

A stirring defense of the activities of fair housing committees was voiced by the members of the Commission who conducted the public hearing in the case involving the Broadlawn Apartments in Bryn Mawr.

The Hearing Commissioners stated:

"It is to the everlasting credit of the many fair housing committees operating throughout the Commonwealth and throughout the nation that they unselfishly give their time and efforts to assist Negro applicants to find homes of their choice and to take steps to determine that such applicants shall not be subject to discrimination by reason of their race.

"It is to be hoped that in the foreseeable future it will not be necessary for civic groups thus to assist Negroes seeking homes of their choice by accompanying them when they apply and by 'testing.' For the time being, however, the Hearing Commissioners well understand the necessity for such programs."

At Your Service

For further information on the services and programs of the Commission, write, telephone or visit the office of the Commission nearest you, as follows:

HEADQUARTERS—

1401 Labor and Industry Building,
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301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone EXpress 1-2100, Ext. 840.

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 8080



Assembly of a Commission exhibit on fair housing practices is pictured here as staff members work in the lobby of the YWCA in York, Pennsylvania. The exhibit was used during and after a community conference entitled "To Fulfill These Rights." Left to right are Havard E. Griffith, Edward R. Simmons and Edward F. Smith, Jr.

Recent Change in Law Is Used in Seeking Enforcement of Order in Barbershop Case

The Commission made its first use of a recent amendment to the Human Relations Act on August 26 when it asked the Court of Common Pleas of Chester County to enforce an order it had issued after a public hearing in a barbershop discrimination case.

The 1965 amendment allows the Commission to seek enforcement action in the county in which a public hearing was held, as well as in the Court of Common Pleas of Dauphin County.

The Commission asked Judge John M. Kurtz, Jr., of the Chester County Court to enforce its order requiring the Hess Barber Shop of Oxford to serve African students and other persons without discrimination because of race, color, religion, ancestry or national origin.

Judge Kurtz issued a rule requiring the owners of the barbershop to show cause why they should not be required to obey the Commission's order and set a date for a hearing in the matter.

The Commission's order against the Hess Barber Shop was issued on August 25, 1965, when the owners, Marion Hess and his wife, Anna Hess, waived the remainder of a public hearing and agreed to having an order entered against them. The charges of racial discrimination against the barbershop had been brought by Ernest Mutyambezi and Muchaneta Nyambuya, students at Lincoln Univer-

sity in Oxford.

Subsequently, the Commission said in its petition to the court, Mr. Hess has refused to give haircuts to a number of Negroes, because of their race, in defiance of the Commission order.

Public Assistance Office Gives Hand With 'Inner City'

The Office of Public Assistance in the Department of Public Welfare is helping the Commission to carry out its "Inner City Project."

The project is designed to better acquaint residents of urban areas with the main provisions of the Human Relations Act and with the services of the Commission.

As a result of the cooperative venture, in-take interviewers and home visitors in local public assistance offices will be briefed concerning the project, and will be supplied with Commission pamphlets and referral cards for use with clients who cite personal experiences in which possible violations of the State's anti-discrimination laws may be involved.

Ishmael Johnson Office Supervisor

The new supervisor of the Commission's Philadelphia Regional Office is Ishmael R. Johnson, former compliance specialist in the Commission's Pittsburgh Regional Office.

Mr. Johnson assumed his new duties August 15, replacing Francis P. Bonner, who resigned to accept an intergroup relations position with the U.S. Department of Housing and Urban Development. In Philadelphia Mr. Johnson will supervise a staff of 19 professional workers.

A 1953 graduate of the University of Pittsburgh, Mr. Johnson also attended the Philippine Institute of the Armed Forces while serving with the Army during World War II. Before joining the staff of the Commission in 1960 Mr. Johnson worked for the U.S. Postoffice Department. He also served as a volunteer executive secretary at the West Branch YMCA in Tarentum for three years and was president of the Allegheny-Kiski Valley Branch of the National Association for the Advancement of Colored People for three years.

The new compliance specialist in the Pittsburgh Regional Office, replacing Mr. Johnson, is James P. Barrett, a staff member there since June 1964. A 1961 graduate of Duquesne University, Mr. Barrett worked previously as a reporter for the Homestead Daily News and as a caseworker for the Pennsylvania Department of Public Welfare.

Human Relations Report — Vol. 5, No. 3

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Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk, Executive Director

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Oct. - Dec.

Chester Case Review Asked By Commission

The Commission has asked the Pennsylvania Supreme Court to review a ruling of the state's Superior Court which denied the Commission power to deal with the problem of racial imbalance in the public schools.

The Commission's appeal was filed December 6 and it will be up to the Supreme Court to decide whether it will assume jurisdiction in the case.

In ruling November 17 on the Commission case involving Chester School District, the Superior Court upheld the decision of Commonwealth Court which had said the Pennsylvania Human Relations Act does not give the Commission power to require school districts to take steps to eliminate racial imbalance.

The Commission on November 20, 1964 ordered the Chester School Board to desegregate a junior high school and four elementary schools that were all-Negro or substantially all-Negro. The order also called for an end to the practice of assigning teachers and clerks on the basis of race, and directed the Board to establish kindergartens at three all-Negro elementary schools.

It is the question of the Commission's power to order the desegregation of schools that is the basic issue in the appeal to the Supreme Court. The provisions of the Commission order dealing with the assignment of teachers and the establishment of kindergartens were upheld by Commonwealth Court.

Civil Rights Guide

"Civil Rights in Pennsylvania" is the title of a new pamphlet published recently by the Commission.

The pamphlet is a citizen's guide to the State's anti-discrimination laws in employment, housing, education and the use of places open to the public.

Copies of the new publication are available free of charge from any office of the Commission.

Shirk Praises Shane's Work

Commission Executive Director Elliott M. Shirk paid tribute to the human relations contributions of Francis C. Shane at a testimonial meeting December 7 in Pittsburgh. Mr. Shane is the former executive director of the Civil Rights Committee of the United Steelworkers of America.

Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa.



October - December 1966

Survey of Negro Pupils in McKeesport Discloses 'Serious Problems' for Many

A Commission survey of the educational experience of Negro students in the secondary schools of McKeesport from 1960-61 through 1964-65 has re-

vealed "serious problems" for large numbers of these students.

The study was carried out by the Commission at the request of its McKeesport Advisory Council and was made public November 23.

Conditions shown in the survey have very serious consequences for both the Negro youth of McKeesport and for the whole community, the Commission's report said, and called for immediate attention and planning for action by both school officials and community leaders.

Commission Executive Director Elliott M. Shirk noted that the findings of the survey indicate the performance of Negro students, but are not necessarily a measure of their innate abilities. He said the achievement of an individual may be below average because of the harmful effects of racial discrimination, segregation or other conditions which affect his motivation and aspirations.

Principal findings of the survey include these:

- The dropout rate of Negro students was 3 times higher than their white classmates: Only 13 per cent of the Negro graduates were in the highest 30 per cent of their classes, while 56 per cent were in the lowest 30 per cent.
- The vocational industrial program was completed by nearly half again as many white students (19%) as Negro students (14%).
- In terms of job-related courses, half of the Negro graduates of the business programs and a fourth of the Negro graduates of the vocational industrial program achieved grades averaging "below average" or "failing" in their job-related courses.
- Among Negro graduates contacted, 3 out of 4 did not go on to further education, compared to less than half of their fellow white graduates.

(Continued on Page 4)

Theodore R. Robb New Commissioner

Theodore Ryan Robb of Pittsburgh has been appointed to membership on the Pennsylvania Human Relations Commission.

The new Commissioner recently was assigned as Assistant Product Manager for Institutional Food Sales of the H. J. Heinz Co. From July 1961 until November 1966 he served as Staff Assistant to the Executive Vice President of International H. J. Heinz Co.



Mr. Robb

A native of New York City, Mr. Robb received a bachelor of arts degree in political science from Yale University in 1956 and a bachelor of arts degree in foreign trade from the American Institute for Foreign Trade in 1961. He served three years in the U. S. Navy, one year as assistant intelligence officer on the staff of the Commander, Middle East Force, Bahrain Island, Persian Gulf, and two years as Middle East Desk Officer, Office of Naval Intelligence.

Mr. Robb has been active in Republican Party campaigns, is chairman of the Yale Club of Pittsburgh Alumni Schools Committee, and is a member of Pittsburgh Chamber of Commerce, 100,000 Pennsylvanians, Pittsburgh Council for International Visitors and Chi Psi Fraternity.

Housing Discrimination Still Serious, Commission Informs Newspaper Editors

Letters to the editors of all daily and weekly newspapers in Pennsylvania were sent out by the Commission this fall to mark the fifth anniversary of the State's Fair Housing Law.

As a matter of fact, two letters were sent to each editor.

The first letter told how many housing complaints had been filed in the county in which the newspaper was published, noted that Pennsylvanians generally have obeyed the fair housing law, and explained that even where complaints were filed, nearly all were adjusted on an amicable, common sense basis, without need for public hearings, unfavorable publicity or legal action.

The follow-up letter was sent because the stories clipped from some newspapers seemed to overly-stress the progress that had been made.

The second letter noted that discrimination in housing is still a very serious

problem in Pennsylvania.

"It should be emphasized," the second letter said, "that individual formal complaints of discrimination in housing are like the top eighth or ninth of the iceberg that can be seen above the water and account for only a small proportion of discriminatory situations which actually exist. Only a few of the unlawful discriminatory practices in housing are brought to the attention of the Commission, and the adjustment of these isolated cases does not solve the basic problem of widespread and deep-seated segregation in housing throughout the Commonwealth."

There were 792 formal complaints of discrimination in housing since September 1961 when the housing provisions of the Pennsylvania Human Relations Act went into effect. Adjustments were secured by conference and persuasion in most cases, but public hearings and other legal action was required in 23 cases.

Letter Explains Applicant Search By State Police

Consultations between the Commission and the Pennsylvania State Police concerning the very small number of minority-group persons who have considered employment with the State Police were reported by letter early in December to officers of local human relations agencies.

The Commission's letter listed the steps that have been taken by State Police officials to secure larger numbers of minority-group applicants, and noted that there were only 18 non-white persons among the 2,600 employees of the agency.

State Police officials agreed that it might be helpful for the Commission to write the local human relations commissions and councils advising them that the State Police desire their cooperation in the task of getting more minority-group persons to register as applicants for employment.



Participants in the Leadership Workshop in Intergroup Education at Cheyney State College included (left to right) Harry Boyer, Chairman of the Pennsylvania Human Relations Commission; Mrs. Estella Scott Johnson, associate professor of social science at Cheyney and staff director for the workshop; Dr. LeRoy B. Allen, Cheyney president, and Dr. Neal V. Musmanno, Deputy State Superintendent of Public Instruction.



Shown here is a member of the faculty and some of the participants at the County School Administrators' Seminar on Human Relations Education, held at Allenberry.

Workshops Promote Intergroup Training

Two important workshops in intergroup education were held this year under the sponsorship of the Commission and the Department of Public Instruction.

The first was a County School Administrators' Seminar on Human Relations Education, held in May at Allenberry with cooperation from the four major educational associations in the state: Pennsylvania Association of Chief School Administrators, Pennsylvania State Education Association, Pennsylvania School Boards Association and Pennsylvania Congress of Parents and Teachers.

This was Pennsylvania's second effort to concentrate a training institute in intergroup education on top school administrators. The 77 participants included 23 county superintendents, 38 assistant county superintendents and 16 human relations coordinators.

The other workshop this year was a Leadership Workshop in Intergroup Education, held in August at Cheyney State College. Its purpose was to help college educators explore techniques for fostering human relations concepts for the guidance of future teachers.

Participants in the two-week Cheyney workshop included representatives from 16 colleges and universities.

Commission Staff Speak at NAACP State Conference

Two staff members of the Commission were speakers at the 32nd annual meeting of the Pennsylvania Conference of Branches of the National Association for the Advancement of Colored People October 28-30 in Media.

Green power was the topic of Ishmael R. Johnson, Supervisor of the Commission's Philadelphia Regional Office. He told NAACP delegates:

"When a man has green power, he has money, and when he has money he has power."

Johnson termed green power "a healthy thing for everyone in the community." He said that "a man's color still makes a big difference in most of the world of employment," and he urged NAACP officers to sponsor local employment workshops in each of the 50 or more communities in which NAACP branches are active.

The purpose of such workshops, Johnson said, would be to motivate Negro young men and women to try for the better jobs that are available, and to give them basic help in reaching their goals.

H. Gordon Council, Jr., Director of Housing for the Commission, said in his talk that it is an "economic mistake" for a real estate broker to service anything less than 100 per cent of the buyer public.

Council said many real estate brokers have "gotten the word" and have accepted the fact that equality of opportunity in housing is to their economic advantage. He urged NAACP delegates to seek out such real estate agencies and to encourage Negroes to use the services of the cooperative broker.

"All too often," Council said, "the cooperative broker suffers the same condemnation and civil rights group pressures as the resistant and militantly anti-occupancy broker. I suggest it is time that we start sorting the sheep from the goats and then—and only then—will the cooperative broker—the broker willing to do business with equality with the total buying public—be able to show the resistant, uncooperative broker that to service less than 100 per cent of the buyer public is an economic mistake."

Phone Changed in Pittsburgh

In mid-November the telephone number of the Commission's Pittsburgh Regional Office was changed to 565-5395.



Jobs, training and money were discussed by these speakers at the Pennsylvania NAACP Conference October 28-30 in Media. Left to right are Louis Waller of Washington, who presided; Ishmael R. Johnson, Supervisor of the Commission's Philadelphia Regional Office; Elmer D. Kline, Director of the Bureau of Economic Development in the Pennsylvania Department of Community Affairs, and Al Lemon, an official of North City Congress in Philadelphia.



H. Gordon Council, Jr., the Commission's Director of Housing, is shown addressing delegates at the Pennsylvania NAACP Conference October 28-30 in Media. Seated are Dr. George A. Jones of Steelton, who presided, and William Cameron (right), assistant director of the Fair Housing Council of Delaware Valley.

Rental of Apartment Required by Order

An order requiring the rental of an apartment in Chester to a newly-wed Negro couple was issued by the Commission in October.

The order directed officials of the Park Terrace Apartments, Ward and Curran Streets, Chester, to rent a two-bedroom apartment January 1, 1967 to Mr. and Mrs. Louis E. Ginn.

The Ginns had complained to the Commission that they were rejected at Park Terrace Apartments because of their race, and a public hearing was scheduled by the Commission.

However, Vincent A. Spano of 2 Bishop Avenue, Springfield, president of the group of corporations which owns the complex of 220 apartments, waived the public hearing and agreed to permit the Commission to issue its order.



Mr. and Mrs. Louis E. Ginn



Photo Courtesy Meadville Tribune

Commission staff members were among the speakers and discussion leaders at a Community Workshop on Race Relations November 9 in Meadville. Left to right are Walter Goodlette and Alfred Harris, Commission field representatives; Mayor Francis T. Rice; Rev. Bruce L. Middaugh; Rev. Thomas A. Stacey, chairman of the Mayor's Multi-Racial Committee; William R. Atkins, Bureau of County Collections, Pennsylvania Department of Revenue, and Eugene V. Nelson, Commission field representative.

To Seek Help in Tension Cases

If a serious tension situation arises anytime in the future when a Negro family moves into a previously all-white neighborhood, the Commission will make an official request to local government officials that they assist in upholding Pennsylvania's Fair Housing Law.

Executive Director Elliott M. Shirk has been instructed by the Commission to immediately contact the head of the local municipal government involved in any threatening tension situation.

The Commission will ask the local official to issue an affirmative statement at the outset of the trouble, emphasizing the intent of the local administration to uphold the law, and calling upon citizens to refrain from taking part in unlawful actions and to withdraw immediately from the scene of the incident.

The Commission does maintain con-

stant liaison with State Police and with local police in tension matters. However, the Commission also feels that in every instance in which a serious disturbance occurs, it is vitally important for mayors and other local officials to place their units of government firmly on record in support of the Fair Housing Law and the right of individual families to live peacefully in the housing of their choice.

Subpoena Powers of Commission Upheld

Commonwealth Court on October 17 ruled that the owner of an apartment development must answer a subpoena issued by the Commission in connection with a public hearing on a housing discrimination case.

Charles W. Huber, president of the Carmel Corp., refused to testify or produce records subpoenaed by the Commission at a public hearing April 22, 1965 in Media. The hearing was on a charge by Mr. and Mrs. Lonnie Somerville that they had been refused the rental of an apartment in the development because they are Negroes.

The Court, in an opinion written by Judge R. Dixon Herman, ruled:

"Rules and regulations of an administrative body will be upheld where they are within the statutory authority of the agency and are reasonable. We believe that the rules here in issue were clearly within the statutory authority and reasonably directed to the accomplishment of the purpose of the statute under which they were made."

At Your Service

For further information on the services and programs of the Commission, write, telephone or visit the office of the Commission nearest you, as follows:

HEADQUARTERS—

1401 Labor and Industry Building,
Harrisburg; Telephone 787-5010

HARRISBURG REGION—

301 Muench Street; Telephone 787-4676

PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone 565-5395.

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LO-cust 8-4000, Ext. 8080

Survey of Negroes In McKeesport - - -

(Continued from Page 1)

—A third of the Negro graduates contacted were found to be competing for employment without any job-related training either during or after high school. However, two-thirds of the job-seeking Negro graduates who had taken business or vocational industrial programs did not find employment within six months after graduation.

—Nearly a third (30%) of Negro graduates did not take part in any extra-curricular activities in their three years of high school.

Intergroup Relations Promoted in Reading

Officials of Reading School District worked this fall to promote a better understanding of intergroup relations among both teachers and pupils in the school system.

Milo A. Manly, the Commission's Deputy Director, spoke on human relations at the district's in-service training program October 28 for its 700 teachers.

School officials also showed the Commission's new film, "The Negro in Pennsylvania History" to pupils in the schools of the district during October and November.

Human Relations Report — Vol. 5, No. 4

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Commission

Commonwealth of Pennsylvania
William W. Scranton, Governor

Department of Labor and Industry
William P. Young, Secretary

Human Relations Commission

Harry Boyer, Chairman
Rev. James B. Cayce
Samuel H. Daroff
Edward M. Green
Rev. Arnold D. Nearn
Mrs. Florence S. Reizenstein
Theodore R. Robb
Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk, Executive Director

1967
April-June

Guidelines for Testing Drawn For Employers

"Affirmative Action Guidelines for Employment Testing" have been adopted by the Commission to help employers avoid practices which can cause the rejection of capable minority group job applicants.

The Guidelines, developed with the assistance of a group of consultants in personnel testing, are being printed and will be distributed to employers who use employment testing in the selection of workers.

After noting that "a good testing program can provide objective information about applicants and employees that is valid in predicting their probable success on the job," the Guidelines point out that "some employers may use tests that are not related to the job."

"Tests should not screen out or disqualify people who lack certain skills or physical abilities that are not in fact needed for the subject job or that can be quickly learned on the job," the Guidelines say, and note that many firms are using tests that have not been validated for specific jobs.

"A second common fault in current practices of testing," the Guidelines say, "is in the utilization of general mental ability or intelligence tests." It points out that various studies have indicated poor correlations between performance on general intelligence tests and performance in several types of occupations.

The Guidelines offer a total of 15 suggestions for the use of employers in developing, selecting, administering and interpreting employment tests.

Ferguson Receives Promotion

Alfred F. Ferguson has been promoted to the position of Education Specialist in the Philadelphia Regional Office of the Commission. He succeeds the late Isaiah J. (Cy) Domas.

Human Relations Report

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April - June, 1967



Governor Raymond P. Shafer, attended by members of the Pennsylvania Human Relations Commission, holds the proclamation he signed April 19 setting forth a Governor's Code of Fair Practices to assure non-discrimination in all phases of state government. Commission Chairman Harry Boyer is seated at left, while Rev. James B. Cayce sits at the Governor's right. Standing, left to right, are Paul A. Simmons, Esq., Theodore R. Robb, Executive Director Elliott M. Shirk, Rev. Arnold D. Nearn, Everett E. Smith and Edward M. Green.

Real Estate Men Asked To Support Efforts To Broaden Coverage of Fair Housing Law

An appeal to members of the North Philadelphia Realty Board to support efforts to broaden the state's fair housing law was made by H. Gordon Council, Jr., the Commission's Director of Housing, at the March meeting of the Board. An administration-backed bill would extend the coverage of the law to all housing units except rooms rented in personal residences. (The present exemption of owner-occupied single and double housing units leaves more than two-thirds of all housing units outside the coverage of the law.)

Council declared: "Every real estate broker present in this room should breathe a sigh of relief and utter a profound 'Thank God' when this amendment is enacted into law."

Council explained his reasoning as follows:

"It is time you got out of the human relations business and back into the full-time business of real estate. Every one of you will agree with me when I state that the only really important activity of any real estate agent or broker is the listing, leasing and selling of real estate. Any time that you have to devote to explaining of the law — the Human Relations Act — to individuals, and any time you must devote as a broker or as a member of a broker association or realty board to negotiating with or arguing

(Continued on Page 2)



Specific human relations problems were analyzed in three discussion groups at the Commission's May 4 workshop for members of local human relations commissions. In top photo, Louis G. Milan focuses attention on Central Pennsylvania problems. Situations in Western Pennsylvania were discussed by the group. middle photo, led by Mrs. Edith Scheiner. In bottom photo, Kingsley A. Jarvis, Esq., leads the discussion of problems in the eastern portion of the state.

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101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 6880



Representatives from local human relations commissions throughout Pennsylvania are shown at the Commission's May 4 workshop in Harrisburg.

Commission Workshop Draws Delegates From 47 Local Human Relations Councils

Forty-seven local human relations councils in Pennsylvania were represented at a workshop held by the Commission on May 4 in Harrisburg.

Discussion groups, focused on problems in the western, central and eastern portions of the state, were moderated by Mrs. Edith Scheiner, chairman of the Commission's McKeesport Advisory Council; Louis G. Milan, former chairman of the Lancaster City-County Human Relations Commission, and Kingsley A. Jarvis, Esq., chairman of the Norristown Human Relations Commission.

A mock public hearing of a housing discrimination case and a simulated Commission meeting were held at the morning session. Chairman Boyer presided.

Commissioner Reizenstein, speaking at the luncheon meeting, stressed the need for close coopera-

tion between state and local human relations councils, which she termed "our line of communication to the power structure of each community and to the citizens whose rights we are protecting."

Commissioner Yaffe, speaking at the closing session, said there is a basic struggle between "those whose goal is the good of the community" and "those who seek to further selfish interest." In this struggle, he said, "There is no middle ground and no one can be neutral."

Asked to Support--

(Continued from Page 1)

ing with an activist civil rights organization, is both a total loss to you as potentially productive time and—most usually—an exercise in frustration."

Countering arguments against fair housing laws by the National Association of Real Estate Boards, Council told the Philadelphia area groups:

"Since before the birth of this nation, government — at all levels — has enacted and enforced laws controlling housing, for the good of all of us. Without such laws there would be no zoning codes, no sanitation laws, no fire laws, no building or safety codes."



Mrs. Reizenstein



Mr. Yaffe

Inner City Project Described in Annual Report

Development of an Inner City Project to meet some of the needs of Pennsylvania's urban residents is described in the Commission's Eleventh Annual Report, which summarizes activities during 1966.

"Despite impressive gains in many areas of human relationships," the Report said, "we embark upon a decade endangered by a widening gulf of misunderstanding and distrust between white people and Negroes, a split signalized by an alarming absence of communication and ordinary human contact."

Bridging of this gulf is one of the specific purposes of the new Inner City Project.

In connection with inner-city problems, the Commission again urged the Legislature to amend the Human Relations Act to specifically authorize the Commission to deal with the problem of racial imbalance in the schools.

The Commission said its affirmative action programs during the past year included review of practices of more than 350 new housing developments and employment projects involving 13 manufacturing companies, public utility firms and retail stores across the state.

The fact that more than 50 local human relations councils have been established was hailed by the Commission as a "major development." The Commission said the local groups form a communications network and are "grass roots centers for real progress in human relations."

A record number of complaints—566—were filed with the Commission in 1966.

The Commission said faster action in handling housing cases and improvements in investigative techniques resulted in more case adjustments in 1966 in which Negroes actually got the house or apartment which had been denied to them.

Complaints filed in 1966 included 324 in employment, 156 in housing, 60 in public accommodations and 26 in education.

Race or color was the basis of 71 percent of the complaints filed last year. Other causes were reli-

gion, 2 percent; national origin, 2 percent; and age (in employment cases), 4 percent. The remaining 21 percent of cases involved other discriminatory acts or specifications.

The Commission closed 41 percent of its cases on the basis that an unlawful practice was found and adjusted. The specific charge was not established in 47 percent of the cases, while a lack of jurisdiction was found in 5 percent. In

the remaining 7 percent, the case was withdrawn or the complainant failed to proceed.

The Commission held 11 public hearings in 1966 — 2 in employment, 7 in housing and 2 in public accommodations. In addition, it held 12 pre-hearing conferences which represent a final effort, at the Commission level, to eliminate an unlawful discriminatory practice by means of conference and persuasion.

Commission To Use \$10,781 Grant for Job Project with Public Utility Firms

The Commission will use a \$10,781 grant from the Equal Employment Opportunity Commission to carry out an affirmative action project this summer involving public utility companies in Pennsylvania.

The firms whose employment practices are to be surveyed include electric, gas and water companies which have few non-white employes, despite the fact that they are located in areas where considerable numbers of non-white

persons live and use their services.

Fourteen states and 11 cities and counties received small grants from the federal agency to carry out specific projects designed to improve employment opportunities for minority group persons: American Indians, Negroes and Spanish Americans.

Hearing Settled as Couple Gets House

A public hearing in a housing discrimination case has been settled with the disclosure that the complainants in the case obtained a house and lot of their choice in Lawnford Acres, a housing development in suburban Harrisburg.

The complainants are Mr. and Mrs. Alvin Harrell, who had charged that they were denied equal treatment in attempting to buy a house and lot in the development because they are Negroes.

Ryan Homes, Inc. and Electra Realty Company waived the remainder of the public hearing procedure March 6 after the Harrells bought one of two sample homes owned by Ryan, which said it was discontinuing its building operations in the Harrisburg and Lancaster areas.

Charges against Electra Realty and its president, Rudolph Dininni, were dismissed for lack of evidence to substantiate the charges contained in the complaint.

Order in Hill Case Set Aside by Court

Commonwealth Court of Pennsylvania has set aside an order of the Commission in the case of Mr. and Mrs. Kenneth D. Hill vs. Ronald Altman, David Dolgenos and Norman Feinberg, individually and doing business as Gateside-Bryn Mawr Company. The Court's ruling was given March 30.

The Commission's order, issued in June 1966, concluded that the Hills had been refused the rental of housing in the Broadlawn Apartments in Bryn Mawr because they were Negroes, and ordered that an apartment be rented to them.

The Court said there was, at most, "no more than a suspicion or at best a scintilla of evidence on which the disputed findings of fact could be based and this is insufficient under the law."



"The Negro's Role in American History" was discussed by Commission staff member Russell Barbour (standing left) and William H. Clark, executive director of the Lehigh Valley Community Action Committee, at Liberty High School in Bethlehem during this year's observance of Negro History Week at the school.

Cooperation of Blood Bank Is Praised As Complainant Gets Supervisory Job

"Most unusual cooperation" was noted by the Commission April 28 in announcing an amicable adjustment in the case of Mrs. Rose Marie Clark vs. Central Blood Bank of Pittsburgh.

As a result of the settlement, testimony in a scheduled public hearing was waived and the issuance of an order by the Commission was agreed to by officials of the blood bank.

The order provided that Mrs. Clark, a Negro, would be promoted to the position of Order Department Supervisor at a monthly salary of \$400, effective May 1.

The order also directed the blood bank to continue to maintain its present policy of hiring and upgrading employees on a non-discriminatory basis.

Mrs. Clark, an order clerk at the blood bank for the past 10 years, had alleged that she was refused promotion to the job of



Mrs. Clark

supervisor because of her race.

Charles E. Portman, Esq., who represented the blood bank, told the Commission that the case arose from a misunderstanding and a failure of communication, which he attributed in part to the rapid growth of the blood bank organization.

Chester School Appeal Is Heard

The Commission asked the Pennsylvania Supreme Court April 21 to uphold its order requiring Chester School District to desegregate five all-Negro schools.

Nathan Agran, Esq., the Commission's General Counsel, told the Court that racial imbalance in the schools was caused both by residential patterns and by actions of Chester School Board.

The Commission's order was issued in November 1964, but the school district successfully appealed the case to Commonwealth Court, whose ruling later was upheld by the Pennsylvania Superior Court.

Order Requires Service to All

A public hearing in a barbershop discrimination case ended April 21 in Norristown when the two barbers who own the shop waived the remainder of the proceeding and agreed to an order requiring them to serve all persons without regard to race, color, religion, ancestry or national origin.



Mr. Conley

The case was that of George P. Conley vs. Thomas Pinti and Dominic Romeo, individually and doing business as Modern Barber Shop. The barber shop is located in Willow Grove.

Mr. Conley, a resident of Glenside, had charged that he was refused a haircut on January 19, because of his race, Negro.

Among those testifying were Mr. Conley; Raymond Ferry, a patron in the shop at the time of the incident; John J. D'Ortona, a teacher at a school of barbering, and Mr. Romeo, who has been a barber for 30 years.

Human Relations Report — Vol. 6, No. 2

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Commission

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor
Department of Labor and Industry
William J. Hart, Secretary

Human Relations Commission
Harry Boyer, Chairman
Rev. James B. Cayce
Edward M. Green
Rev. Arnold D. Nearn
Mrs. Florence S. Reizenstein
Theodore R. Robb
Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk,
Executive Director

All Sales of Housing Open to Everyone

Human Relations Report

Published quarterly by the Pennsylvania

Human Relations Commission

Harrisburg, Pa.  October - December, 1967



This was the scene at the Capitol November 29 as Governor Raymond P. Shafer signed House Bill 763, expanding Pennsylvania's Fair Housing Law to cover the sale of all housing units in the State. Looking on are six members of the Commission and staff. Two Commissioners seated with the Governor are Rev. Arnold D. Nearn, left, and Joseph X. Yaffe, Esq., right. Standing, left to right, are Commissioner Edward M. Green, Deputy Director Milo A. Manly, Executive Director Elliott M. Shirk and Rev. James B. Cayce, also a Commissioner.

Court: End De Facto Segregation

The Commission's authority to order an end to the de facto segregation in the public schools was upheld by the Pennsylvania Supreme Court in a historic decision September 26 in the Chester School District case.

The State's highest court reversed decisions of two lower courts in ruling that the Commission did have a right to order Chester School Board to desegregate five elementary schools and a junior high school whose enrollments were either all-Negro or substantially all-Negro.

The Court ruled that education offered in racially imbalanced public schools is discriminatory, whether brought about intentionally, or by defacto segregation.

On October 17 the Commission amended its 1964 order against Chester School District to require the Chester School Board to submit an effective plan of desegregation for the approval of the Commission by December 19, 1967.

Commission Chairman Harry Boyer said the plan of desegregation to be submitted by the Chester Board requires an immediate

(Continued on Page 2)

Governor Raymond P. Shafer has signed into law an amendment to the Pennsylvania Human Relations Act which prohibits discrimination in the sale of all housing in the Commonwealth.

This means that personal residences, whose sale previously was exempt from the provisions of the law, now must be offered for sale without discrimination because of race, color, religion, ancestry or national origin.

As a result of the new law (House Bill 763), about two-thirds of all housing units in Pennsylvania now are protected by the State's Fair Housing Law, which Governor Shafer termed "one of the broadest open housing measures in the Nation."

In signing House Bill 763 on November 29, Governor Shafer told a large crowd of the bill's supporters that "we Pennsylvanians are witness to the most successful session ever held in our General Assembly in the field of human rights."

The Governor added:

"I am deeply proud of Republicans and Democrats alike who had the courage to stand up and be counted on this most critical and sensitive issue. For there is nothing more basic to the dignity of all men than the right to live where they are qualified, regardless of color, belief or national background."

Governor Shafer declared: "That such a bill passed in this time of civil unrest, when the issue of race is running high in the temper of our land, is clear evidence to all men that we Pennsylvanians are determined to give everyone within our borders an equal opportunity to live in dignity within the security of freedom and equal rights. It shows all men," he said, "that Pennsylvanians do not view civil rights and civil promises as a summertime thing."

House Bill 763 was the sixth civil rights bill signed by the Governor during the 1967 Legislative session. Two days earlier he signed House Bill 762, which extends the fair employment practice provisions of the law.

Brave Women Not All in History Books

Who says there aren't any more Carrie Nations, Harriet Tubmans or Susan B. Anthonys in our society?

Women who are willing to stand up and fight against injustice, when it would have been much easier and more comfortable to remain at home, tending to the knitting and other household chores?

Carrie Nation, as you will recall, used a hatchet and other weapons to attack the evils of alcohol. Harriet Tubman risked death to lead other Negro Americans out of slavery. And Susan Anthony faced scorn and ridicule to help win the vote for American women.

The Pennsylvania Human Relations Commission holds in the same high regard a woman in Western Pennsylvania who recently demonstrated real spunk and perseverance in fighting for justice in today's world.

A lot of mothers may feel they have real trouble persuading their 11-year-old sons to get a haircut every now and then, but this woman had a special problem: her son is a Negro and she believes what Pennsylvania's law says about equal service in places of public accommodation.

Freedom Fighter

This mother, of course, isn't the first woman in Pennsylvania—or the last—to help fight discrimination and segregation, but in her battle she displayed a rare combination of righteous indignation, cool use of the Pennsylvania's anti-discrimination laws and more than the usual amount of perseverance.

And when she was done a number of weeks later, four barbers in her community were in compliance with the State's equal service law.

The first barber that the woman took her son to said he didn't know how to cut a Negro's hair. Pressed to provide service, he finally offered to give the boy a razor cut for \$8.00 (A sign in the barber shop said razor cuts, including a shampoo, were \$3.00.)

The barber at the second shop either refused outright or said he didn't know how to cut the boy's

hair—a point in dispute, but in any event he did not cut the boy's hair.

At the third shop, the barber refused to cut the boy's hair, saying that he didn't know how to cut a Negro's hair because this hadn't been taught at the barbering school he attended.

'Go to Negro Barber'

The fourth barber also said he didn't know how to cut a Negro's hair. He said he was fearful that he wouldn't be able to do a good job, even if he tried, and he advised the mother to take her son to a Negro barber.

The mother, whose identity cannot be revealed by the Commission because of the confidential provisions of the law, promptly filed discrimination complaints against all four of the barbers, charging them with violation of the Pennsylvania Human Relations Act.

Investigation showed that all four of the barber shops had violated the law and in each case the owner of the shop was required to invite the boy to return for a haircut, as part of the adjustment process.

What makes this particular situation unique is that the mother faithfully and methodically followed through with each of the barbers, returned to each shop as her son needed another haircut during the ensuing weeks, making certain that the barber shops actually changed their practices.

To the white person accustomed to getting "his" rights without any questions or any fuss, the mother's action may not seem to be very dramatic or to deserve any commendation.

That's because most white people ARE accustomed to be treated fairly, without any fuss or special effort on their part.

Courage, Stamina, Belief

But the staff and the members of the Pennsylvania Human Relations Commission—and other such agencies across the country—know from experience that it takes a great deal of courage, stamina and belief in the bright promise of American freedom and democracy

for a person to file a discrimination complaint, bare his personal affairs and his humiliation to a government investigator, wait patiently for the investigation and adjustment process, then return to the scene of his embarrassing experience to risk the possibility (slight but ever present) of some new act of discrimination.

But the Commission, and the Western Pennsylvania mother of an 11-year-old boy, realize that the only way to really know whether a barber shop actually will serve all patrons on an equal basis is to confront the shop with a Negro boy or man who needs a haircut.

Then we all know whether the barber is complying with Pennsylvania law—no ifs, ands or buts.

Big deal?

Hardly. But it's one of the painful, haltingly slow ways in which we make progress toward achieving real justice in America for all citizens.

(Anyone who wishes to reprint the foregoing article has permission to do so.)

Court: End De Facto Segregation--

(Continued from Page 1)

program to desegregate the city's racially imbalanced schools.

"The three-year delay in school desegregation in Chester is a tragic loss to the children who have been denied quality integrated education during this period," Mr. Boyer said.

"There is no way for the school board to compensate these children for the loss of the richer experience which comes from the integrated school situation," Mr. Boyer pointed out, "but the board can prevent further harm to the children of Chester by pushing hard to desegregate all of its schools without any further delay or procrastination."

Mr. Boyer said that if prompt action is taken, in keeping with the spirit of the Commission's order and the decision of the Pennsylvania Supreme Court, the school board could usher in a new era of harmony and progress for the City.

Description and Effective Dates Of Bills Listed

Here is a brief description and the effective date of each of the six civil rights bills adopted in the current Legislative session:

Act No. 189 (House Bill 761), effective 12/11/67, requires courts to grant or deny Commission housing injunction requests within 30 days.

Act No. 190 (House Bill 1513), effective 12/11/67, provides that when a respondent is a licensee of the Commonwealth, the Commission shall inform the appropriate licensing agency of any order against the licensee, with a request that the licensing agency take appropriate action.

Act No. 191 (House Bill 1516), effective 12/11/67, authorizes the Commission (1) to investigate any problem of racial discrimination which causes tension, without a complaint being filed, and, on request of the Governor, to investigate claims of excessive use of force by police in civil rights protest activities, and (2) to hold investigatory hearings on any problems of racial discrimination or racial tension.

Act No. 192 (House Bill 1518), effective 12/11/67, amends the Real Estate Brokers License Act of 1929 to authorize the State Real Estate Commission to suspend or revoke licenses of brokers for accepting discriminatory listings, for giving false information for purposes of discrimination, for making distinctions in location of housing or dates of availability of housing for purposes of discrimination, for violating provisions of the Pennsylvania Human Relations Act or for dealing in a discriminatory manner with anyone trying to rent or buy housing.

Act No. 284 (House Bill 762), effective 1/26/68, extends the coverage of the fair employment practice provisions of the law to employers of four or more persons.

Act No. 291 (House Bill 763), effective 1/29/68, strengthens the fair housing provisions of the law to cover the sale of all housing.

Council Formed in Blair County

Establishment of a Blair County Advisory Council to help in carrying out the Commission's educational program was announced by the Commission in October.

The purpose of the Blair County group is to broaden opportunities in employment, housing, public accommodations and schooling for everyone in the county, without regard to race, color, religion, ancestry or national origin.

Those named to initial one-year terms are as follows:

Dr. Leroy Bowers of 1101 Logan Avenue, Tyrone, a medical doctor whose experience as a physician have given him a background of knowledge in the field of human relations. (Dr. Bowers later resigned because of the press of other responsibilities.)

Mrs. Annabelle K. Gunnett of 2022 Broad Avenue, Hollidaysburg. Mrs. Gunnett is a social worker at the Tressler Home for Children, Allegheny Region. She also is Chairman of the Social Con-

cerns Commission of First Methodist Church of Altoona.

Rev. Ormond L. Hampton, Jr., minister of Presbyterian First Church in Hollidaysburg. Rev. Hampton previously served churches in Harrisburg and Reading, where he was on the boards of the Council of Churches.

Lawrence R. Lawson of 1800 14th Avenue, Altoona. He is past president of Arandale Lodge No. 184, secretary of the Board of Trustees of Bethel AME Church, Altoona, and a past member of the board of directors of the Booker T. Washington Community Center.

Robert Louis Lebendig of 100 West Holmes Street, Altoona, plant manager and president of Tritex Sportswear. Mr. Lebendig previously managed plants in Hollidaysburg and Norvelt, Pa., and is a member of B'nai B'rith Fraternal Association.

Louis E. Leopold of 315 Crist Building, Altoona, a partner in the real estate and insurance firm of Leopold and Hoover. Mr. Leopold also is a part-time instructor in political science, social science and real estate at the Altoona Campus of Pennsylvania State University.

Mrs. Gwendolyn Petrillo of Altoona, a caseworker for the Family and Children's Service of Altoona. Mrs. Petrillo served as assistant director of the Booker T. Washington Center from 1951 to 1955, when she assumed her present position.

Rev. Phillip P. Saylor of 123 Elm Street, Lakemont, pastor of St. John's Catholic Church in Altoona. Rev. Saylor also is director of the Diocesan Commission on Human Relations and chairman of the Community Action Division of the Pennsylvania Catholic Conference.

Rev. Jay F. Walters, pastor of Broad Avenue Presbyterian Church, Altoona. Rev. Walters is a past president of the Blair County Ministerial Association.

Dr. Lazarus H. Weiss of 516 Allegheny Avenue, Hollidaysburg, an optometrist. Dr. Weiss is secretary of the Mid-Counties Optometric Society and is a member of B'nai B'rith Fraternal Association.

Flamer To Head Community Unit

The Commission's new Community Services Division is headed by John W. Flamer, who served during the past six years as supervisor of the Commission's Harrisburg Regional Office. He assumed his new duties November 8.

Mr. Flamer will supervise the Commission's program activities which are designed to

bring about equal opportunities for minority group citizens in employment, housing and places of public accommodation.

A staff member of the Commission since 1956, Mr. Flamer formerly was employed as a field representative for the NAACP in Philadelphia.



Mr. Flamer



Chairman Harry Boyer of the Commission was one of the speakers on a panel which discussed the employment of Negroes at the Pennsylvania NAACP Conference October 27-29 in Pittsburgh. Panel members (left to right) are Mr. Boyer, who also is President of the Pennsylvania AFL-CIO; Eric Springer, Esq., Chairman of the Pittsburgh Commission on Human Relations; Dr. F. L. Vaughns of Uniontown, and James McCoy of Pittsburgh, Chairman and Co-Chairman, respectively, of the Labor and Industry Committee of the State NAACP.

Action To End School Racial Imbalance To Get Assist from Public Instruction

In the wake of the Pennsylvania Supreme Court decision in the Chester School District case, the Commission met November 2 with top officials of the Department of Public Instruction.

Following the meeting, Commission Chairman Harry Boyer announced the action that will be taken to bring an early end to racial imbalance in public schools throughout Pennsylvania.

Mr. Boyer said that every school district which has racially imbalanced schools will be ordered by the Human Relations Commis-

sion to prepare and submit a desegregation plan by a set date.

To assist the Commission in carrying out its duties, the Department of Public Instruction offered to take the following steps:

1. Make an immediate census to determine the racial composition of the student body in each school building in every school district of the state.

2. Check whether it can secure financial aid to hire an expert consultant on school desegregation.

3. Increase its own intergroup relations staff in order to better serve the needs of school districts for intergroup education, including help in developing desegregation plans.

4. Direct school districts, in planning comprehensive educational programs which must be submitted to the Department by July 1968 for approval, to include the effect of these plans on racial integration.

Although the Commission, rather than the Department, has the enforcement responsibility for desegregating Pennsylvania's schools, Mr. Boyer emphasized that Commission members recognized that the cooperation of the Department of Public Instruction was essential to orderly and speedy progress in this area.

Governor Asks All Officials To Back Code

Elected and appointed heads of all political subdivisions, school districts and authorities in Pennsylvania have been asked by Governor Raymond P. Shafer to join the State government in redoubling efforts to end all forms of discrimination in the Commonwealth.

The appeal was made this Fall in a memorandum asking local officials to display copies of the Governor's Code of Fair Practices, which is being posted in all State offices.

"Together," Governor Shafer wrote, "we can turn into reality the promise that governmental services will be equally available to all residents of the Commonwealth without regard for race, color, religious creed, ancestry, age, national origin or sex."

The Code tells how government can promote equality of opportunity in employment, services, licensing, public contracts and financial assistance.

The Commission assisted in the distribution of the Code.

Human Relations Report — Vol. 6, No. 4

Published quarterly by the
Pennsylvania Human Relations
Commission

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor
Department of Labor and Industry
William J. Hart, Secretary

Human Relations Commission
Harry Boyer, Chairman
Rev. James B. Cayce
Edward M. Green
Rev. Arnold D. Nearn
Mrs. Florence S. Reizenstein
Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk,
Executive Director

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PITTSBURGH REGION—

Room 810, 4 Smithfield Street; Telephone 565-5395

PHILADELPHIA REGION—

101 State Office Building, Broad and Spring Garden Streets; Telephone LOcust 8-4000, Ext. 6880

Desegregate, 17 School Districts Told

Human Relations Report

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Harrisburg, Pa.

January - March, 1968



Governor Raymond P. Shafer is shown at special news conference on Pennsylvania's Fair Housing Law. Left to right are Edward M. Green, a member of the Human Relations Commission; Carl H. Schmitt, President of the Pennsylvania Realtors Association; Governor Shafer, and two Commission officers, Executive Director Elliott M. Shirk, and Housing Director H. Gordon Council.

State Realtors Association Working Now To Encourage Housing Law Compliance

The Pennsylvania Realtors Association now is working to encourage real estate brokers and property owners to obey the state's fair housing law.

The program was disclosed in late January when the Association joined Governor Raymond P. Shafer and Commission representatives in a special news conference called by the Governor to mark the effective date of an amendment greatly strengthening the law.

Carl H. Schmitt, President of the Realtors Association, told the Governor his organization was sending

material to all of its members to help acquaint them and their clients with the provisions of the law, which now forbids discrimination in all sales of housing in the state.

Governor Shafer called on all Pennsylvania residents involved in real estate transactions "to open their doors to all people in their search for better places to live and raise their families."

Commissioner Edward M. Green of Harrisburg promised the Governor that the Commission would administer the new law fairly and fully.

Seventeen school districts in which there are buildings with a high degree of racial imbalance will be required to submit desegregation plans to the Commission no later than July 1 of this year.

The desegregation action was taken in the wake of a ruling by the Pennsylvania Supreme Court that the Commission has authority to order an end to racial imbalance in the public schools of the state, and a census conducted by the Department of Public Instruction which determined the racial composition of the student body and faculty of each school building in every school district of the state.

The 17 school districts are Aliquippa, Chester Township, Clairton, Coatesville Area, Darby Township, Delaware County Board, Erie, Farrell, Harrisburg, McKeesport, Norristown, Penn Hills Township, Philadelphia, Pittsburgh, Susquehanna Township, Washington and Wilkesburg.

Representatives of the 17 boards were invited to a meeting February 29 in Harrisburg at which they discussed the legal and educational background of the situation with officials of the Department of Public Instruction and the Commission, and with the Commission's school desegregation consultant, Dr. Dan W. Dodson, Director of New York University's Center for Human Relations and Community Studies.

Guidelines for desegregating public schools were approved and issued jointly by the Commission and DPI, and were sent March 29 to the 17 school districts. These districts also were given a list of services that the Commission and DPI offered in connection with local efforts to plan desegregation.

The guidelines say that, insofar as possible, every school building should reflect in its enrollment a cross section of the entire community.

"The presence in a single school of children from varied backgrounds," the guidelines say, "is an important element in the preparation of young people for active participation in the social and political affairs of our democracy."

Hearings Open on Teacher Pact

In February the Commission abandoned hope for a voluntary adjustment of its complaint against the School District of Philadelphia and the Philadelphia Federation of Teachers and scheduled a public hearing in the case.

Three days of testimony and legal arguments were held during March, and additional witnesses still were to be heard.

The Commission contends that the Pennsylvania Human Relations Act is violated by a provision in the teachers' contract with the school board which prohibits the board from transferring teachers involuntarily.

The Commission believes this provision prevents the board from assigning teachers for the purpose of integrating all faculties and providing quality education to all pupils in the city's public school system.

Although only three Commissioners are required for public hearings, Chairman Harry Boyer asked all nine members of the Commission to hear the case because of its unusual importance.

Rev. J. B. Wagner Directs Council

Rev. Jacob B. Wagner is the new chairman of the Centre County Advisory Council to the Commission. He is pastor of Faith United Church of Christ in State College.

Rev. Wagner formerly served as president of the Human Rights Committee of State College. He also is a past president of the Interracial Fellowship of Greater New York and of the West End Community Council of Cincinnati.

At present Rev. Wagner is a member of the Executive Council of the United Church of Christ and president of the Northern Association of the Penn Central Conference of the denomination. He also is a delegate from his denomination to the World Council of Churches.

Chester School Desegregation Plan Is Pending

As of the end of March, the Commission had not accepted or rejected Chester School District's desegregation plan.

Following a disastrous fire which destroyed Chester High School on January 9th, the school board asked the Commission for permission to revise its plan in view of this loss. The request was granted and the plan was revised and resubmitted.

At the March meeting of the Commission the Chester plan was reviewed and a letter sent to the board requesting clarification of certain points and additional information.

Russell Barbour Heads New Allentown Commission

Russell B. Barbour resigned from the staff of the Commission October 1 to become the first executive director of the Allentown Human Relations Commission.

Mr. Barbour, who served in the Philadelphia Regional Office of the Pennsylvania Commission during the past four years, also is an ordained minister who served churches in Reading and Easton between 1957 and 1963.

"Black and White Together: Plain Talk to White Christians," a book by Mr. Barbour, was published early in 1968 by United Church Press.

Mrs. Scheiner Is Hired

Mrs. Edith Scheiner, former chairman of the Commission's Advisory Council in McKeesport, has been hired by the Commission as a technical assistant. Her job is to review and advise the Commission on the adequacy of its advisory council program.

Aircraft Worker New Supervisor

There's a new supervisor at the Boeing Company's Vertol Division in Delaware County.

He's Luther R. Love of Yeadon, who was promoted in March as a



Mr. Love

result of an order issued by the Commission. The aircraft firm waived a public hearing of the case, permitting the Commission to issue the order without making any findings of fact or conclusions of law.

Mr. Love had alleged that he was denied promotion to supervisor because he is a Negro. He has more than six years' service with Vertol, including two years as a lead-man in sheet metal fabrication.

In addition to securing the promotion of Mr. Love, the Commission's order requires Vertol to continue affirmative action practices in hiring and promoting employees, without regard to race, color, religion, ancestry, age or national origin.

2 Cases Aided By Injunctions

Court injunctions were granted to the Commission in two housing discrimination cases during February and March.

Such injunctions prevent the owner of a housing unit involved in a discrimination complaint from selling, renting or otherwise disposing of the property until the Commission has had an opportunity to complete its investigation, hold a public hearing and issue an order in the case.

Both injunctions were issued in Delaware County by judges of the Court of Common Pleas.

The injunction provision of the Pennsylvania Human Relations Act was amended and strengthened by the Legislature late in the 1967 session.



"The Changing Black Community" was the theme of the Commission's annual staff training seminar in February. Academic and community representatives also took part. In photos from left to right are Fred E. Miller, Director of Operations at the Opportunities Industrialization Center in Philadelphia; Dr. Muzafer Sherif, Director of the Psycho-

social Studies Program at Pennsylvania State University; a group discussion chaired (at head of table) by Lewis H. Myers, a senior sociology major at Franklin and Marshall College, and Commission member Mrs. Florence S. Reizenstein of Pittsburgh, with Executive Director Elliott M. Shirk seated in background.

Commission Order On Apartment Upheld by Court

Pennsylvania's Commonwealth Court on March 11 upheld a Commission order which directs the owner of the Carriage House Apartments in Pittsburgh to rent an apartment to Miss Gloria J. Wofford.

The Commission had ruled that apartment owner Howard H. Christner had violated the Pennsylvania Human Relations Act in refusing to rent to Miss Wofford because she is a Negro.

A 34-year-old social worker who is employed as a supervisor of case-workers in the Department of Public Welfare, Miss Wofford holds a bachelor of arts degree and a master's degree in social work from the University of Pittsburgh.

Concerning Miss Wofford's efforts to rent one of three apartments that were available at the time she applied, the Court said that "it appears that the appellant (Mr. Christner) had no reasonable explanation for refusing the bona fide offers of the complainant to rent an apartment in the Carriage House."



Miss Wofford

Prevention of Bias Is Explored

Recommendations for preventing racial discrimination in housing and for increasing the overall supply of housing were made at a

"Pittsburgh Metropolitan Area Housing Conference" sponsored by the Commission March 14 and 15 in the East Liberty section of the city.

A main reason for holding the conference was to help make certain that people affected by Pittsburgh's Model Cities Program don't get stopped at the city line when they seek rehousing.

Some 200 delegates to the conference discussed methods for safeguarding the right of Pittsburgh area Negroes to buy or rent the housing of their choice anywhere in the metropolitan area.

Although the Pittsburgh Commission on Human Relations gives anti-discrimination protection within the city limits, the Pennsylvania Commission is pledged to offer assistance in the boroughs and townships surrounding the City.

Manly Addresses Cadets

Commission Deputy Director Milo A. Manly addressed a class of cadets at the State Police Academy in Hershey on March 20, a week before the men were graduated from the training program.

ready was rented." A white couple testified that on a later date they were shown the house by Mrs. Sarnocinski, who accepted a \$5 deposit to rent the property and stated that she did not want to rent to Negroes.

Biased Home Owners Given Order to Rent

The owners of a house in Chester have been ordered to rent the property to Mrs. Elizabeth Satchell, whose efforts to rent the house were rejected because she is a Negro.



Mrs. Satchell

Quick Commission action in the case included the use of a court injunction and a public hearing, followed one day later by an order upholding the recommendation of the Hearing Commissioners who found the owners in violation of the Human Relations Act.

The order directs Mr. and Mrs. Edward Sarnocinski of Chester to rent the six-room house at 105 Thurlow Street, Chester, to Mrs. Satchell.

Mrs. Satchell testified that on six occasions when she sought to rent the house she was told by Mrs. Sarnocinski that the house "al-



Personnel committee of the Commission is shown reviewing the qualifications of recent applicants for staff. Left to right are Rev. Arnold D. Nearn of Philadelphia, Chairman Harry Boyer of Reading and Edward M. Green of Harrisburg.

Shannonhouse Gives Facts on Insurance

Stuart Shannonhouse, housing specialist in the Commission's Pittsburgh Regional Office, testified at a Pittsburgh Commission public hearing, February 1, on the cancellation of property insurance in predominantly Negro neighborhoods.

Deterioration can be prevented in areas such as Homewood-Brush-ton, Mr. Shannonhouse said, but warned that this is possible only if adequate insurance is available to businessmen.

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Mr. and Mrs. Wade Lawson

Young Newlyweds Win Rent Ruling

The owners of two apartment developments in Pittsburgh were required to offer to rent apartments to Mr. and Mrs. Wade Lawson, a pair of young newlyweds, as a result of orders issued by the Commission in two housing discrimination cases filed by Mr. Lawson.

Public hearings in both cases were waived by the respondents on February 16.

The apartments are Skytop Village, Inc., at 1697 Skyline Drive, Pittsburgh, and Sky Park Manor, Inc., at 1665 Parkline Drive, Pittsburgh.

The orders also require the owners of both apartments to notify the Commission within two days of all vacancies which occur during the next 12 months.

Singleton Named Region Supervisor

Wilbert F. Singleton was appointed supervisor of the Commission's Harrisburg Regional Office on January 17. In this job he supervises a staff of 14 persons who investigate cases and carry out educational projects in a 39-county area in Central Pennsylvania.



Mr. Singleton

Previously Mr. Singleton served for three years in the headquarters office as assistant to the director of the Compliance Division.

Mr. Singleton joined the staff of the Commission in November 1962 after retiring from the U.S. Army in the grade of Lieutenant Colonel.

Civic activities of Mr. Singleton include service as president of the Harrisburg Chapter of the Frontier's International, vice president of the Harrisburg Area Catholic Human Relations Council and secretary of the board of directors of the Opportunities Industrialization Center of Dauphin County.

Human Relations Report Vol. 7, No. 1

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Commonwealth of Pennsylvania
Raymond P. Shafer, Governor
Department of Labor and Industry
John K. Tabor, Secretary

Human Relations Commission

Harry Boyer, Chairman
Rev. James B. Cayce
Edward M. Green
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Mrs. Florence S. Reizenstein
Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.
Elliott M. Shirk,
Executive Director

Commission Moves to Governor's Office

Human Relations Report

Published quarterly by the Pennsylvania

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Harrisburg, Pa.

April - June, 1968

Shirk Retires as Administrator

The retirement of Elliott M. Shirk, the Commission's first Executive Director, was announced on May 3, to become effective on July 16, 1968.

Commission members unanimously declined to accept Mr. Shirk's resignation when it was first presented. However, when Mr. Shirk persisted in his long-time plan to retire, the Commissioners reluctantly agreed to his leaving "with deep regret and with an expression of deep appreciation for his dedication and commitment to the administration of the Pennsylvania Human Relations Act from the time of its adoption."

Mr. Shirk, one of the deans among anti-discrimination officials in the United States, served as chief officer of the Commission since it was established March 2, 1956 as the Pennsylvania Fair Employment Practice Commission.

Before his appointment to the Commission 12 years ago, Mr. Shirk helped to bring about the formation of the agency, serving first as field director to the Governor's Commission on Industrial Race Relations, and later as executive director of the State Council for a Pennsylvania FEPC.

Mr. Shirk worked for the American Red Cross in New York State from 1941 to 1943, and served as director of operations for the Red Cross in the Soviet Union from 1944 to 1946.

Following his retirement, Mr. Shirk will devote his time to farming, travel and writing. Mr. Shirk and his wife Sally live on a farm near Bainbridge, Lancaster County.



Elliott M. Shirk

Death Claims 2 Men On Commission Staff

Death claimed two staff members of the Commission this summer—Richard K. Morris in an automobile accident on June 3, and Edward F. Smith, Jr. on July 6 after a long illness.

Mr. Morris had served as a field representative in the Harrisburg Regional Office of the Commission since joining the staff in March 1968. Previously he had served for three years as pastor of West Shore Baptist Church in Camp Hill.

Mr. Smith had served as Assistant to the Director of Publicity and Information. A staff member of the Commission since September 1964, he was a founder and first secretary of the Pennsylvania Junior Chamber of Commerce.

On July 1, 1968 the Pennsylvania Human Relations Commission was transferred from the Department of Labor and Industry to the Governor's Office.

The move resulted from a reorganization plan submitted to the General Assembly on May 28 by Governor Raymond P. Shafer.

In the Governor's Office the Commission will be an administrative commission with all the powers, functions and duties it possessed during the years it was located in the Department of Labor and Industry.

Established as the Pennsylvania Fair Employment Practice Commission in 1956, the Commission first had jurisdiction only in the field of employment. However, its name was changed in 1961 when the law was amended to broaden the jurisdiction of the Commission to include housing, public accommodations and education.

Governor Shafer announced the reorganization plan in a special message on the urban crisis April 29. He said the Commission would be able to operate in the Governor's Office with more visibility and greater flexibility in State affairs.

Arrangements for orderly transfer of the Commission's operations from Labor and Industry to the Governor's Office are being supervised by Milo A. Manly, the Commission's Deputy Director.

Bias Charges Heard In Apartment Case

Mrs. Rosetta Billups of Media charged at a Commission public hearing, April 11, in Chester that she was refused the rental of an apartment because she is a Negro.

Mrs. Billups made the charge against the Copper Beech Club Apartments, Inc., located at Providence Road and North Avenue in Secane.





In top photo, Police Chief Armand J. Chimente of Erie (right) testifies at a Commission hearing called to investigate charges of excessive use of force by the police of that city. Hearing Commissioners (left to right) are Rev. James B. Cayce of Pittsburgh; Paul A. Simmons, Esq., of Monongahela, who presided; Mrs. Florence S. Reizenstein of Pittsburgh, and Everett E. Smith of Wyomissing. A portion of the large audience which attended hearing is shown in lower photo.

Commission Probes Charges of Excessive Use of Force by Police in City of Erie

Charges of excessive use of force by the police of the City of Erie were investigated by the Commission at the request of Governor Raymond P. Shafer.

A total of 60 persons testified during three days of hearings, held April 18 and 19, and May 10 in Council Chambers at the Erie City Hall. An audience of about 500 persons attended the hearing.

Witnesses included many Negro students at Academy High School in Erie who complained that they were victims of excessive use of police force on April 4, 1968, or who witnessed such incidents.

Also testifying were Erie Mayor Louis J. Tullio and Police Chief Armand J. Chimente, and Dr. John Rewers, President of Erie School Board.

A number of the policemen named in the allegations presented testimony, but some did not testify on advice of legal counsel.

The investigatory hearing was made possible by a recent amendment to the Human Relations Act which permits the Commission—on request of the Governor—to investigate claims of excessive use of force by police in civil rights protest activities.

Witnesses claiming excessive use of force by police were presented by Nathan Agran, Esq., the Commission's General Counsel. They were cross-examined by Joseph Walsh, Esq., representing the Fraternal Order of Police in Erie, and Edward G. Petrillo, Esq., representing the police on behalf of certain taxpayers.

Pennsylvanians

Asked: Work on Dr. King Goals

An appeal to Pennsylvanians to work toward the goals of Dr. Martin Luther King was made in a statement issued April 5 by Commission Chairman Harry Boyer. The text of the statement follows:

The Commissioners and staff of the Pennsylvania Human Relations Commission feel deep sorrow and pain at the tragic death of Dr. Martin Luther King, eloquent spokesman for non-violence in a world torn with dissension and strife.

We hope this tragedy which has occurred in our nation will inspire citizens in Pennsylvania and throughout the nation to work harder to make a reality of the guarantees contained in the Constitution of the United States and our democratic form of government.

Let us hope that the ideals and the memory of Dr. King will not be dishonored in the hours and days ahead by those who either engage in acts of violence or who fail to act positively to insure for every man, woman and child in this nation gainful employment, decent housing, a good education and—most important of all — treatment with respect and dignity as a human being.

We ask every citizen to do his part to uphold the ideals and work toward the goals for which this great American lived and died.

New Film on Prejudice

An excellent new film purchased by the Commission traces the development of prejudice in the mind of a child. The title of the 24-minute film is "Willie Catches On." This movie is suitable for secondary pupils, college students and adult groups — especially church and parent-teacher organizations.

Annual Report Notes Faster Investigation of Cases

The year 1967 was one of widespread disorder and crisis in America.

In the midst of this swirling discord the Pennsylvania Human Relations Commission worked with increased energy and commitment to help Pennsylvanians build the kind of society in which all men and women can enjoy basic human dignity and jobs that enable them to provide their families with adequate housing and education.

Thus began the Commission's 12th Annual Report to the Governor, Members of the General Assembly and citizens of the Commonwealth.

The Report noted that faster investigation and conciliation of discrimination complaints in 1967 reduced the number of cases pending to the lowest level in five years.

The Commission also moved more swiftly to public hearings in the seven cases which could not be adjusted by informal processes, and was successful in obtaining court imposition of a fine on a barber who refused to obey its order to provide equal service to Negro American and African students.

The educational activities of the Commission also reflected a new emphasis on making meaningful changes NOW.

The Commission initiated a total of 80 affirmative action projects in employment and issued a set of guidelines for employment testing to help insure that inadequate selection procedures do not cause the rejection of capable minority group workers.

Affirmative action also was taken at 320 new housing and apartment

projects, covering a total of more than 11,000 units of housing in all areas of the state.

The 513 complaints filed in 1967 included 310 in employment, 146 in housing, 42 in public accommodations and 15 in education.

Race or color was the basis of 72 percent of all complaints. Other causes were religion, 3 percent; national origin, 4 percent, and age (in employment cases), 3 percent. The remaining 18 percent involved other discriminatory acts or specifications.

The Commission closed 508 cases in 1967. In 40 percent an unlawful practice was found and adjusted. In 50 percent the specific charge was not established. In 3 percent there was a lack of jurisdiction and in the remaining 7 percent the case was withdrawn or the complainant failed to proceed.

Desegregation Plans of 3 School Units Approved; Others Submitted for Review

Desegregation plans of three Pennsylvania school systems were approved by the Commission as of July 1.

The systems are Chester Township School District in Delaware County, Coatesville Area School District in Chester County, and Penn Hills Township School District in Allegheny County.

The three units were among 17 school systems required by the Commission to submit plans for ending racial imbalance in their schools.

Thirteen of the 17 districts met the July 1 deadline for the submission of desegregation plans, and two others submitted their plans a few days later. The Commission granted 30-day extensions to the school systems of Philadelphia and Pittsburgh, because of the complex nature of the problem in the two large cities.

The Chester Township plan provides for a pairing of the district's two elementary schools. Beginning in September 1968 all of the township's pupils in Kindergarten through Grade 3 will attend the Toby Farms School. Pupils in

Grades 4-8 will attend the Franklin School.

The Coatesville plan will result in the closing of one of 11 elementary schools, redrawing of attendance area boundary lines and combining of the attendance areas of individual schools into three major attendance areas, and a minimum of additional busing of pupils.

In Penn Hills, the plan provides for a two-stage distribution of pupils from the nearly all-Negro Lincoln Park Elementary School to other schools in the system. Pupils in Grades 5 and 6 will be reassigned in September 1968, while pupils in Grades 1 to 4 will be reassigned in February 1969 upon completion of the new Dible Elementary School. The Lincoln Park building will become a school office and child development center.

In addition to approving the desegregation plans of the three districts listed above, the Commission rescinded its desegregation request to the Delaware County School Board, which arranges classes for special education students and does not operate any schools itself.

New Kensington Youth Observe Human Relations

Youth Human Relations Day was observed May 25 in New Kensington. Nearly 400 persons, mostly teen-agers, took part in the day-long program, whose theme was "What's Right with Race Relations."

Sponsored by the Greater New Kensington Community Action Committee, the program brought together youth of New Kensington, Arnold, Lower Burrell and Upper Burrell Township.

Keynote for the day was set at a special showing of the Academy Award-winning film "Guess Who's Coming to Dinner," whose theme deals with interracial marriage.

Among the crowd were 30 resource people who volunteered their services to help the young people deal objectively with the root cause of racial separation — prejudice. Among the questions discussed were: Are interracial friendships proper, should parents teach children their prejudices, and how can teen-agers reject the false standards of their parents and elders without being disrespectful.



Mayor Albert H. Straub (right) of Harrisburg is shown testifying in the Commission's investigatory hearing in the state's capital city. Hearing Commissioners (left to right) are Edward M. Green of Harrisburg, Chairman Harry Boyer of Reading, Joseph X. Yaffe, Esq., of Wyncote, and Everett E. Smith of Wyomissing.

Racial Tension in Harrisburg Studied At Commission Investigatory Hearing

Racial tension in the City of Harrisburg was studied by the Commission at an investigatory hearing in the state capital on May 7 and 8. Sessions were held in the William Penn Memorial Museum.

A total of 18 witnesses, including Mayor Albert H. Straub, testified at the hearing.

Chairman Harry Boyer, who presided over the two-day meeting, told an attentive audience he felt the hearing had served a constructive purpose in giving aggrieved persons an opportunity to express their complaints to the Commission and, through the news media, to the public.

These complaints cited racial discrimination in a variety of situations in employment, housing, education, public accommodations and governmental services.

The hearing was initiated by the Commission on the basis of a recent amendment to the Human Relations Act which permits the Commission to investigate general problems of racial discrimination for the purpose of avoiding and preventing racial tension.

The law provides for the issuance of recommendations after investigatory hearings. However, if there is any flagrant disregard of

these recommendations, the Commission is empowered to treat the situation as a formal complaint and issue orders which are enforceable in the courts.

Stanley A. Miller New Commissioner

Stanley A. Miller of Harrisburg has been appointed to membership on the Pennsylvania Human Relations Commission.



Mr. Miller

Mr. Miller is a businessman who heads Miller Auto Supplies, Inc. He also has been active in local civic affairs.

The new Commissioner replaces Theodore R. Robb, who resigned after entering state employment, where he now serves as assistant secretary for legislation in the Governor's office.

Yaffe Hosts Meet On Civil Disorders

Commissioner Joseph X. Yaffe, Esq., of Wyncote was host to a meeting of the executive committee of the International Association of Official Human Rights Agencies, May 2, in Philadelphia. He is vice-chairman of the Association, a voluntary non-political organization composed of official governmental human rights agencies from the United States and Canada.

The Association's executive committee recommended a policy of restraint in the use of deadly force in handling of civil disorders. The statement continues:

"We are greatly concerned with civil disorders, but we must look at them as part of the crisis being faced by our cities today in a process of social change. To eliminate civil disorders we should direct our special attention to the eradication of their underlying causes. We must devote our energies to the removal of the root causes of all types of violence, and not to the use of armed force for its suppression. The situation cannot be resolved by combatting violence with greater violence. Only substantial improvements in education, employment and housing opportunities will assure long-lasting exclusion of urban disorders."

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Pennsylvania Human Relations
Commission

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor

Human Relations Commission

Harry Boyer, Chairman
Rev. James B. Cayce
Edward M. Green
Stanley A. Miller
Rev. Arnold D. Nearn
Mrs. Florence S. Reizenstein
Paul A. Simmons, Esq.
Everett E. Smith
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.

PENNSYLVANIA

Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

DECEMBER, 1968

HARRISBURG, PENNSYLVANIA



Stanton W. Kratzok, Esq., of Philadelphia is shown as he took the oath of office October 7 as Assistant General Counsel to the Commission. He was sworn in by Attorney General William C. Sennett. At left is Milo A. Manly, the Commission's Deputy Director. Mr. Kratzok helped draft the model bill for a state fair employment practice law and later served on the executive committee of the Pennsylvania Equal Rights Council.

13 School Districts Begin Fall Term With Action To End Racial Imbalance

School desegregation plans were put into effect in 13 school districts in September as a result of the Commission's efforts to eliminate racial imbalance in the public schools of the Commonwealth.

In 5 of these 13 districts the desegregation program was completed with the opening of schools for the 1968-69 term. In the others, a portion of the desegregation plan was started.

The number of school buildings in which racial imbalance was ended with the opening of classes in September was 38.

School districts whose desegregation plans have been approved in full by the Commission are Aliquippa, Chester Township, Clairton, Coatesville Area, Farrell Area, Penn Hills

Township, Susquehanna Township and Washington.

Districts which have been granted an extension of time to submit acceptable desegregation plans and timetables for their implementation are Chester, to 5/1/69; Erie, to 1/2/69; Harrisburg, to 1/30/69; McKeesport Area, to 1/1/69; Norristown Area, to 1/30/69; Philadelphia, to 12/30/68; Pittsburgh, to 2/1/69, and Wilkesburg, to 2/15/69.

The Commission exempted from its order to submit a desegregation plan the Delaware County School Board, which arranges classes for special education students and does not operate any schools itself, and the Darby Township School Board, whose situation will be reviewed again by the Commission about April 1, 1969.

Commission Gives Advice to Cities On Racial Tension

Reports have been issued and recommendations made by the Commission to municipal and school officials of cities in which the Commission held investigatory hearings earlier this year.

Highlights of the recommendations — contained in reports issued up to press time for this newsletter — are as follows:

Erie

In Erie, where hearings were held in April and May, recommendations were presented to local officials and to Governor Raymond P. Shafer, who directed the Commission to make the investigation following racial disturbances and charges of excessive use of force by police in Erie early in April.

The Commission recommended that the city provide the Erie Human Relations Commission with budget and staff adequate for both compliance activities and affirmative action programs in employment and housing, and urged the setting up of a rumor control center.

To reduce tension in schools the Commission recommended the organization of a steering committee, including school board members, city officials and leaders of the black community, to identify specific educational problems and to suggest solutions. It also urged formation of a student-faculty committee on inter-group education at each high school, in-service training in sensitivity for key administrative and faculty personnel, and affirmative action to recruit Negro professional and nonprofessional staff.

(Continued on Page 2)

-- Advice to Cities on Racial Tension

(Continued from Page 1)

To improve public housing in Erie, the Commission recommended that Erie Housing Authority place maximum emphasis on securing all 50 units authorized under the Federal Leased Housing Program, and that additional lease housing be secured for large families requiring four or more bedrooms.

To reduce tension between residents of Erie and the police, the Commission recommended that every police officer in the city be fully and adequately trained in police-community relations. It also urged the issuance of policy directives covering such areas as the use of dogs and chemicals and the handling of juveniles, and recommended higher salaries for members of the police force.

Harrisburg

Recommendations for easing racial tension in the City of Harrisburg were based on testimony presented May 7 and 8.

To reduce tension in the school, Harrisburg School Board was urged to include black parents and students on its intergroup education committee, and to direct that committee to study (1) counseling received by black students, (2) work-study and job placement programs, (3) discipline of black students, (4) participation of white and black students in extracurricular activities and (5) in-service training of staff on the education of disadvantaged children.

To reduce tension in housing, the

Commission recommended:

—An educational program on the citizen's right to the housing of his choice.

—Securing of additional low-income housing under FHA Leased Housing Program.

—Social training programs for families in public housing projects.

—Incentives to business and industry to produce housing for low and middle-income families.

—Involvement of Negro residents in the planning and decision-making processes for programs that will affect their families' lives and futures.

—Rigid enforcement of housing code inspection and zoning laws.

The Commission also recommended:

—Human relations training for all employees of the city and of such agencies as the housing and redevelopment authorities.

—A community workshop to establish better racial understanding among all people in Harrisburg.

—Cooperation between city officials, the Mayor's Committee on Human Relations and the Human Relations Council of Greater Harrisburg to establish a full-staffed local human relations commission with enforcement powers.

Wilkinsburg

Officials in the Borough of Wilkinsburg, where hearings were held in July, were urged to form a local human relations committee that would start an educational program on equal

opportunity, and would lay the groundwork for creation of a human relations commission with enforcement powers.

The Commission also recommended a rumor control program, a series of community workshops, and a review of Borough hiring policies and procedures to assure fair employment practices in all departments.

To improve the housing of Wilkinsburg residents, Borough officials were urged to begin an educational program that would (1) inform citizens of their rights to the housing of their choice, (2) educate citizens on the responsibility of government to provide adequate and decent housing for poor people, and (3) replace rumors and fears with facts needed for an open housing policy.

To improve police-community relations, the Commission recommended (1) appointment of a community relations team within the police force, (2) creation of a bi-racial police advisory board to support the work of the police department, (3) positive recruitment of minority group persons for police and fire department careers, and (4) development of a top-level policy directive to clearly state proper police action in situations involving youth, minority-group persons and civil rights demonstrators.

The Commission recommended that Wilkinsburg School Board expand its advisory committee on community relations to include representatives of the black and white communities, selected by their own organizations.

This committee, the Commission said, should advise the schools concerning such matters as discipline, attitudes of staff toward non-white staff and students, counseling of black students, participation of black students in extracurricular activities, Negro history and remedial reading and tutorial services.

The Commission also suggested the organization of a human relations committee in the high school, in-service training sessions on school desegregation, and affirmative recruitment of non-white personnel for professional and non-professional jobs in the school system.

Advice Given to Homeseekers

The Commission's advice to all homeseekers — to look for homes in the entire housing market — is summarized in the pamphlet, "The Housing of Your Choice."



Commission staff member Creeta Smith answers visitor's question at the Commission's exhibit at the Black Heritage Festival in Johnstown October 14 and 15. The festival was sponsored by the Johnstown NAACP Branch and drew more than 6,000 visitors.



John W. Flamer, Director of Community Services for the Commission, is shown as he spoke on government responsibility for equal job opportunity at the Pennsylvania NAACP Conference October 25 in Erie. Seated are Dr. F. L. Vaughns (left) of Uniontown, chairman of the labor and industry committee of the state NAACP, and Chester J. Gray, Regional Director of the U.S. Equal Employment Opportunity Commission.

Owner of House Agrees to Order

The owner of a house in Uniontown waived a public hearing on October 3 and agreed to the issuance of an order by the Commission.



Mr. Floyd

The order required Mrs. Alma Lieb of Hopwood, the owner, to offer to rent the property at 47 Collins Avenue, Uniontown, to Mr. and Mrs. Christopher Floyd of Uniontown, who had charged that they

were refused the rental of the house because they are Negroes.

Mrs. Lieb also was ordered to cease and desist from refusing to rent housing she owns to anyone because of their race, color, religion, ancestry or national origin, and—for a period of a year—to keep a written record of all applicants for housing she owns, and to notify the Commission within two days of any vacancies.

Real Estate Firm Ordered To Drop Biased Rent Form

A real estate firm was told to stop using a discriminatory rental application form and to return a family's deposit money in an order issued by the Commission October 29.

The order followed a public hearing in the case of Gerald M. Stancil and Della Stancil, his wife, vs Spano Real Estate Co., Inc., Mary Jane Mansor and John T. Maillie. The Spano firm is located in Springfield.

After ruling that Spano and its agent Mary Jane Mansor had violated the Pennsylvania Human Relations Act, the Commission ordered Spano to discontinue the use of a rental application form which contains language to the effect that in the event the application is refused, no charges or complaints of any nature will be filed with any agency whatsoever by said applicant, and directed the firm to return to Mr. and Mrs. Stancil a \$30 deposit which it had withheld because of the Stancils' refusal to sign the unlawful affidavit.

Court Ruling: Rent Order OK

The Court of Common Pleas of Delaware County upheld a ruling of the Commission in September and ordered Edward and Mina Sarnocinski to rent a house in Chester to Mrs. Elizabeth Satchell, whom they discriminated against because of her race.



Mrs. Satchell

Following a public hearing March 27, the Commission ruled that Mr. and Mrs. Sarnocinski had violated the Pennsylvania Human Relations Act in denying the rental of the house to Mrs. Satchell because she is a Negro.

The house is located at 105 Thurlow Street in Chester. Findings of fact cited in the Commission order show that Mrs. Sarnocinski discriminated against Mrs. Satchell by telling her on four occasions that the house already had been rented when, in fact, the property was vacant and had not been rented.

Basic provisions of the Pennsylvania Human Relations Act are listed in the Commission pamphlet "Civil Rights in Pennsylvania."

Now She's a Clerk in the Five-and-Ten

Miss Mary Fisher got a job as a part-time sales clerk in the W. T. Grant Company store in the Crafton-Ingram Shopping Center in Crafton this fall — as a result of an order issued by the Commission.

The order, issued when the firm waived a public hearing called by the Commission on August 31, required the company to hire Miss Fisher immediately, and to refrain from dealing in a discriminatory manner with other Negro applicants for employment because of their race or color.

Promotions of Staff

Recent promotions within the staff of the Commission include the following:

—George E. King, Jr., to Compliance Specialist in the Philadelphia Regional Office.

—Virginia Fichtel to Assistant to the Director of Compliance in the headquarters office.

—Samuel J. Kubrick to Compliance Specialist in the Pittsburgh Regional Office.



Members of the special Senate committee studying the teaching of minority-group history hear testimony by Richard B. Anliot, the Commission's Director of Education. Senators, left to right, are Thomas P. McCreesh, Herbert Arlene, Freeman P. Hankins (committee chairman) and William B. Lentz.

Senators Told Black History Is Needed Equally by Both Black, White Students

"Exposure in school to every group's contribution to our common history is as important to the education of majority as to minority-group students. Catching the disease of white racism is the problem of majority-group pupils. As long as the textbooks and classroom contents continue to leave out the achievements of groups of origins other than their own, attitudes of group superiority are certain to grow. Nor can it be expected that a white child will grow to seek participation with black citizens in common endeavors if our schools have not developed any appreciation of the contributions Negroes can make."

The preceding paragraph is a portion of the Commission statement presented before a special committee of the State Senate studying the teaching of minority-group history in the schools of Pennsylvania.

Service to You

To obtain the services of the Pennsylvania Human Relations Commission, write, telephone or visit the office nearest you:

PITTSBURGH

Room 810, 4 Smithfield Street;
Telephone 565-5395

HARRISBURG

301 Muench Street; Telephone
787-4676

PHILADELPHIA

101 State Office Building;
Broad and Spring Garden
Streets; Telephone LOcust
8-4000, Ext. 6880

The Honorable Freeman P. Hankins, Senator from Philadelphia, served as chairman of the special committee. The Commission's statement was presented by Richard B. Anliot, Director of Education.

Order Bans Bias at Apartment in York

A cease and desist order was issued by the Commission in August against the owner of an apartment building in York who discriminated against a Negro applicant.



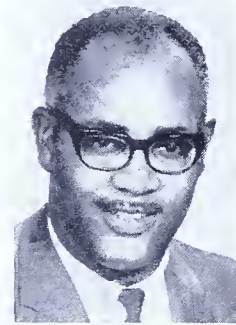
Mr. Gobantes

The Commission ruled that Victor E. Gable, owner of the building at 371 E. Market Street in York, violated the provisions of the Pennsylvania Human Relations Act when he refused May 29, 1968 to rent a basement apartment to Genaro A. Gobantes, Jr., a Negro, because of his race.

The order, which followed a public hearing July 23, directed Mr. Gable to offer to rent Mr. Gobantes an apartment at the first opportunity when one becomes available, and to notify the Commission immediately when any apartment becomes available for rent during the next year.

Tucker Assigned Regional Supervisor

Howard L. Tucker, Jr., is the new supervisor of the Commission's Harrisburg Regional Office.



Mr. Tucker

During the past two years Mr. Tucker served as tension specialist in the headquarters office, with statewide responsibility for a program of preventing and allaying racial tension.

In his new position Mr. Tucker supervises staff members assigned to case investigations and educational programs in a 39-county area in Central Pennsylvania.

Mr. Tucker joined the staff of the Commission in July 1964, serving first as a field representative in the Philadelphia Regional Office.

A graduate of Haverford High School and Virginia State College, Mr. Tucker is a captain in the U.S. Army Active Reserve.

Mr. Tucker succeeded Wilbert F. Singleton, who resigned from the supervisor job to accept a position as administrative secretary of the Section on Community Action of the Pennsylvania Catholic Conference.

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Commonwealth of Pennsylvania
Raymond P. Shafer, Governor

Human Relations Commission

Harry Boyer, Chairman
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PENNSYLVANIA Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

JUNE, 1969

HARRISBURG, PENNSYLVANIA

7 New Commissioners Appointed by Governor Shafer

Reports Issued on Racial Tension in Chester and York

Since the last issue of PENNSYLVANIA HUMAN RELATIONS REPORT the Commission has issued reports and made recommendations to municipal and school officials in two more cities — Chester and York — in which the Commission held investigatory hearings on racial tension.

Highlights of the recommendations contained in these reports follow:

Chester

Nine days of testimony was presented in the investigatory hearing in Chester during the months of July, August and September 1968.

The Commission recommended that the City of Chester:

Set up a human relations commission.

Conduct some City Council meetings during evening hours or Saturdays.

Provide an agency to administer the Rent Withholding Act in Chester.

Rigidly enforce the city's housing code.

Expand the program of scattered site leased housing for low-income families.

Consider alternatives to the present plan of using five volunteer fire companies to provide fire protection for the city.

As part of the last recommendation, the Commission said the City should set a cut-off date for the use of tax funds for any fire company denying membership to any applicant on the basis of race, religion, ancestry or national origin.

(Continued on Page 3)



Max Rosenn

Brief Biographical Sketches Listed for New Commissioners

Backgrounds of the new members of the Pennsylvania Human Relations Commission are set forth in the following brief biographical sketches:

Max Rosenn, Chairman

Mr. Rosenn, an attorney and senior partner in the law firm of Rosenn, Jenkins & Greenwald in Wilkes-Barre, is a former Secretary of Public Welfare in the administrations of Governor William W. Scranton and Governor Raymond P. Shafer, and currently serves also as Chairman of the Governor's Committee for the White House Conference on Children and Youth in 1970.

Mr. Rosenn served as Assistant District Attorney of Luzerne County

(Continued on Page 2)

Seven new members of the Pennsylvania Human Relations Commission were appointed in January by Governor Raymond P. Shafer.

One of them, Attorney Max Rosenn of Wilkes-Barre, was designated by the Governor to serve as Commission Chairman.

The other six new appointees are: Alvin E. Echols, Esq., Philadelphia; Andrew G. Freeman, Philadelphia; Robert W. Goode, Pittsburgh; Mrs. Wilma S. Heide, New Kensington;

John P. Leenhuis, Esq., Erie;

Most Rev. John J. Wright, Pittsburgh (Resigned)

The new Commissioners replaced members whose terms had expired.

(Brief biographies of the new Commissioners are on Page 1 and 2.)

Other members of the Commission continuing in office are Stanley A. Miller of Harrisburg, Dr. Robert Johnson Smith of Elkins Park and Joseph X. Yaffe, Esq., of Wyncote.

In a swearing-in ceremony January 21 in his reception room, Governor Shafer charged the Commission to provide "new vigor" in its efforts to end discrimination and prejudice throughout the state.

In his remarks, the Governor said: "I am grateful and proud that these Pennsylvanians have agreed to undertake this most difficult and sensitive assignment. Each one is known for his or her commitment to the work of securing equal rights and dignity for every citizen.

"I asked them to serve on the Human Relations Commission because I know they will devote their energies to a new effort in breaking down the barriers of prejudice and discrimination that prevent some citizens from getting an equal opportunity to achieve full potential."



Commissioner Stanley A. Miller, right, is shown receiving the Humanitarian Award of B'nai B'rith Salem Lodge of Harrisburg. The award was presented by Sidney V. Blecker, Lodge president, who said the award had been made only one other time in the Lodge's 113-year history.

Brief Biographical Sketches---

(Continued from Page 1)

from 1941 to 1944 when he entered military service. Commissioned in the Judge Advocate General's Department, he was appointed Army Director of Claims Investigation in the Southern Philippines and U.S. Claims Commissioner.

Alvin E. Echols, Jr., Esq.

Mr. Echols has been serving since 1964 as Executive Director of North City Congress, a federation of independent neighborhood groups, institutions, agencies, businesses and concerned individuals in North Central Philadelphia. From 1957 to 1963 Mr. Echols practiced law in the City of Philadelphia.

Mr. Echols serves as a board member of the Citizens Committee on Public Education and the North City Corporation, and is a member of the City Policy Committee.

Andrew G. Freeman

Mr. Freeman has served since 1962 as Executive Director of the Philadelphia Urban League.

Previously he served eight years as Executive Director of the Columbus Urban League, eight years as assistant director of industrial relations and director of public relations for the Dayton Malleable Iron Company, four years as a personnel consultant in the

Air Materiel Command at Wright Field, and four years as a personnel director in the National Youth Administration.

Robert W. Goode

Mr. Goode, a resident of Pittsburgh, is employed by the Mellon Bank as a loan credit analyst, after serving earlier as a management trainee and market research analyst.

Mr. Goode was loaned by Mellon Bank to "Plans for Progress", a project of 400 American corporations, and for one year directed the Washington Office of the "Vocational Guidance Institute."

At present Mr. Goode serves as secretary of the Pittsburgh Urban League and chairman of its education committee.

Mrs. Wilma S. Heide

Mrs. Heide, a resident of New Kensington, has been employed for the past two years by the American Institutes for Research in Pittsburgh, where she is an Associate Research Scientist serving as Project Director in the Institute for Instructional Research and Technology.

Previously she served from 1956 to 1967 as Assistant Coordinator of Nursing Education for Pennsylvania State University.

Mrs. Heide is president of the Pittsburgh Chapter of the National Organization for Women (N.O.W.) and a member of the board of directors of the Pittsburgh Chapter of the

Tyrone Homebuilder Is Issued Order



Mr. Marshall

The Commission has issued a cease and desist order against a Tyrone homebuilder and his sister who waived the remainder of a public hearing April 21 in the Blair County Courthouse.

The order directs Edward P. Hagg and his sister, Mrs. Philipina H. Lusardi, to cease and desist from discrimination based on race, color, religion or national origin in the sale or rental of any housing units they own, control or manage.

It also requires that for a period of one year they notify the Commission of any change in the status of a property within three days of its occurrence.

The public hearing was based on a complaint by Joseph N. Marshall of Tyrone that because he is a Negro he was refused the opportunity to buy, or to rent with an option to buy, a house on Park Avenue, Tyrone, owned by Mr. Hagg and Mrs. Lusardi.

American Civil Liberties Union.

John P. Leemhuis, Esq.

Mr. Leemhuis is a partner in the law firm of Quinn, Plate, Gent, Buseck and Leemhuis in Erie. He also is Secretary-Director of Presque Isle Plastics, Inc., of Erie, and a Director of Boyd Industries, Inc., of Erie, Spectrum Control, Inc., of Fairview, Pa., and Hanley Structures, Elizabethton, Tenn.

Mr. Leemhuis serves as president of the Community Services Planning Council of Erie and as senior vice-president of the Erie Council of the Navy League of the U.S. He served as solicitor for the Erie Municipal Airport Authority from 1960 to 1969, and was an instructor in business law at Mercyhurst College from 1963 to 1966.

Most Rev. John J. Wright (Resigned)

Most Rev. John J. Wright, Bishop of the Pittsburgh Diocese of the Roman Catholic Church, resigned from the Commission shortly before he was named by Pope Paul to serve as a Cardinal of the Church.



Joseph X. Yaffe, Esq., Vice-Chairman of the Commission, is shown testifying before the House Basic Education Sub-Committee May 7.

Commission Says Bills Would Slow School Progress

Commission testimony opposing House Bills 70, 88, 131, 988, 1028 and 1084 was presented by Joseph X. Yaffe, Esq., Commission Vice-Chairman, May 7 before the Basic Education Sub-Committee of the Pennsylvania House of Representatives.

Commissioner Yaffe told members of the Sub-Committee, headed by Representative Max Homer of Allegheny County, that the passage of any of the bills under consideration "would prevent the Commonwealth from exercising its authority and responsibility to equalize educational opportunity for all of its public school children."

"Let us talk openly about the issue of busing (the central theme of the Sub-Committee's hearing)," Commissioner Yaffe said.

"As a matter of record, the State Human Relations Commission has never adopted a policy of either requiring or recommending busing to correct racial imbalance, nor disapproving such a method. The State Supreme Court in the Chester case clearly indicated its view that 'The school district bears primary responsibility for the choice and implementation of an effective desegregation program.' Whether busing should be utilized to desegregate has been the decision of the local school district and should not be usurped by either the Commission or the General Assembly."

Reports Issued on Racial Tension - -

(Continued from Page 1)

Other recommendations to the City: Issue a policy to guide police action involving youth, minority-group persons and civil rights protest activity.

Set up a police advisory committee to supervise the operation of a rumor control center and to receive citizens' complaints.

Enact an ordinance barring all Civil Service appointees, including police, from engaging in political activity.

The Commission recommended that Chester School Board alternate its public meetings between the regular board room and various schools, that it abolish the practice of having uniformed police present at these meetings, and that rules be changed to make it easier for citizens to speak.

York

Officials in York, where sessions of the investigatory hearing were held in August and September 1968, were given the following recommendations in the area of police-community relations:

— Issue a policy directive for police action involving youth, minority-group persons and civil rights protest activities, including regulations on the use of dogs, firearms and chemicals.

— Appoint a community relations team within the police force.

— Give training in police-community relations to all members of the police force.

Agran Resigns as Commission Counsel

Nathan Agran, the lawyer who brought civil rights renown to Pennsylvania with his successful arguments invoking legal sanctions against racial imbalance in the public schools, resigned in March as the Commission's General Counsel.

It was Mr. Agran who argued and won the Commission's Chester School Case before the Pennsylvania Supreme Court — a decision which sustained the authority of the Commission to issue orders requiring school districts to desegregate racially-imbalanced schools.

Mr. Agran served as the Commission's General Counsel from the time the Commission was established in 1956.

— Appoint a bi-racial police advisory board to support the work of police community relations officers and to advise city officials on such matters.

The Commission also recommended a rumor control mechanism, a cadet program to help youth prepare for careers in the police and fire departments, and a local human relations council to provide an official avenue of redress for persons who encounter discrimination in the city.

In housing, the Commission recommended that the City:

(1) Apply for funds for a Concentrated Code Enforcement Program.

(2) Rigidly enforce a housing code.

(3) Train housing code enforcement officers.

(4) Involve the private sector in the production of low and moderate-income housing.

(5) Implement the Rent Withholding Act in York.

(6) Establish a relocation office to serve people forced to move because of code enforcement or other housing programs.

Racial Balancing Of Faculties Due In Philadelphia

Racial balancing of the faculties of Philadelphia schools no later than September 1970 is required under terms of an order issued this spring by the Commission.

The order affects the School District of Philadelphia and the Philadelphia Federation of Teachers, Local #3, AFL-CIO.

The order gives the school board and the teachers union until October 1, 1969 to bring about racial balance in school faculties under the terms of the present collective bargaining agreement.

However, if the teaching staffs of 90 percent of the schools in all districts and at all grade levels are not integrated by that time, the Commission order directs the school board to transfer teachers for the purpose of racially-balancing all faculties by September 1970.

The Commission's order ended the longest public hearing in the history of the Commission.



The Commission and the Department of Public Instruction co-sponsored the Pennsylvania Educators Conference on Student Unrest in Secondary Education, held May 4, 5 and 6 at Allenberry. The staff for the workshop, which drew administrators, teachers and students from 18 school districts in Pennsylvania, is shown above. From left to right are James Small, Boston University Human Relations Laboratory; Lawrence C. Hawkins, Assistant Superintendent of Schools in Cincinnati, Ohio; Miss Jeanne Brooker, Intergroup Relations Specialist in the Department of Public Instruction; Stuart Langton, Boston University Human Relations Laboratory; Dr. Kenneth D. Benne, Berenson Professor of Human Relations at Boston University; Thomas J. Cottle, Assistant Professor of Sociology at Harvard University; Max Birnbaum, Director of the Boston University Human Relations Laboratory in New York City; A. Jackson Whaley, Boston University Human Relations Laboratory in New York City, and Richard B. Anliot, the Commission's Director of Education.

Order Appealed by Harrisburg Moose Lodge

Harrisburg Lodge No. 107 of the Loyal Order of Moose has appealed the order of the Commission which requires the Lodge to end discriminatory practices against Negro guests of club members.

The appeal probably will be heard during the October term of Commonwealth Court.

The Commission issued its order in March after ruling that the Moose Lodge violated the State Human Relations Act when it permitted members to bring guests from the general public into its dining room and bar, but refused to serve those guests who are non-Caucasian.

A public hearing in the case February 5 stemmed from an incident December 29, 1968 in which K. Leroy Irvis, a Negro member of the Legislature, was refused service in the dining rooms of the Harrisburg Moose Lodge which he visited as a guest of a member.

The Lodge admitted that Mr. Irvis was refused service because he is a Negro, but contended that as a private club its practices are outside the jurisdiction of the Commission.

In its order, the Commission agreed that a club is exempt from the public accommodations provisions of the Act so long as it remains "distinctly pri-

rate," but said it is not distinctly private when it permits any part of the general public who are not members of the club to enter its premises and use its facilities. In such instances, the Commission ruled, and to the extent the club accepts the general public, it is no longer "distinctly private" but has instead become "a place which is open to, accepts or solicits the patronage of the general public."

John W. Flamer Dies After Heart Attack

John W. Flamer, the Commission's Director of Community Services, died April 8 following hospitalization for treatment of a heart attack. He was 53.

Mr. Flamer, a Commission staff member since November 1956, had been Director of Community Services since November 1967. Previously he served as Supervisor of the Harrisburg Regional Office.

Prior to joining the staff of the Commission, Mr. Flamer served five years as Tri-State Secretary of the National Association for the Advancement of Colored People, with offices in Philadelphia.

Our Headquarters Has Been Moved To New Location

After 13 years on the 14th floor of the Labor and Industry Building, the headquarters office of the Commission has been moved.

The search for new quarters began last year after the Commission's transfer to the jurisdiction of the Governor's Office, and on May 26 and 27 the files, furniture and equipment of the headquarters office was moved to the new location.

The new address of the Commission's administrative office now is:

Pennsylvania Human Relations Commission

100 N. Cameron Street—4th Floor
Harrisburg, Pennsylvania 17101

The telephone number remains (717) 787-5010.

The three regional offices of the Commission have not been changed.

Harrisburg Regional Office Gets New Telephone Number

The Harrisburg Regional Office of the Commission has a new telephone number: It's (717) 787-1810.

The location of the office has not been changed. It's still at 301 Muench Street, in the uptown area of Harrisburg.

PENNSYLVANIA Human Relations Report

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Pennsylvania Human Relations Commission

100 N. Cameron Street
Harrisburg, Pennsylvania 17101

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor

Human Relations Commission

Max Rosenn, Chairman
Alvin E. Echols, Jr., Esq.
Andrew G. Freeman
Stanley A. Miller
Robert W. Goode
Mrs. Wilma S. Heide
John P. Leemhuis, Esq.
Dr. Robert Johnson Smith
Joseph X. Yaffe, Esq.

PENNSYLVANIA Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

DECEMBER, 1969

HARRISBURG, PENNSYLVANIA



Staff members from the Civil Rights Division of the Pennsylvania Department of Justice, and from the Baltimore Community Relations Commission received training in the investigation of discrimination complaints this fall from the Pennsylvania Commission. The training was provided by Mrs. Elizabeth G. Henderson, right, the Commission's Deputy Director and former Director of Compliance.

New Team of Top Officers Directs Staff

The staff of the Commission has a new team of top officers, whose appointments were announced since the last issue of the PENNSYLVANIA HUMAN RELATIONS REPORT.

Milo A. Manly, deputy director of the state agency since its establishment, was named Executive Director, succeeding Elliott M. Shirk, retired. Before he joined the Commission in 1956 Mr. Manly served as Deputy Director of the Philadelphia Commission on Human Relations.

Mrs. Elizabeth G. Henderson, who had served as Director of Compliance since 1962, was appointed Deputy Director, succeeding Mr. Manly. She previously had served as Supervisor of the Commission's Pittsburgh Regional Office.

S. Asher Winikoff was appointed full-time Counsel for the Commission. The new Counsel — who had been serving as a Deputy Attorney General

—fills a job vacant since the resignation of Nathan Agran, the Commission's first Counsel, in March 1969. A native of Pittsburgh, Mr. Winikoff did his undergraduate work at Pennsylvania State University and received his law degree from Duquesne University School of Law in 1967.

Jay H. Feldstein was appointed Assistant Counsel to the Commission. A 1959 graduate of Pennsylvania State University, where he served as president of the student body, he received his law degree from Yale Law School in 1962. A partner in the law firm of Feldstein & Bloom in Pittsburgh, he also has served as counsel to the Community Development Council of Elizabeth and to the Mon-Yough Community Action Committee.

Miss Virginia Fichtel, Assistant to the Director of Compliance, was named acting director of the Compliance Division.

It's the Law Now -- Bias on Basis of Sex Is Forbidden

"It's the Law."

That was the title of a popular newspaper feature some years ago.

Well, it's the law now in Pennsylvania that every individual has a right to obtain employment, housing and equal use of places of public accommodation — without discrimination because of sex.

This means that a woman or a man may not be denied a job, opportunity to buy or rent housing, or equal service in places open to the public — because she is a woman or he is a man.

The law now guarantees equal opportunity to all persons in Pennsylvania, without regard to their "race, color, religious creed, ancestry, age, sex or national origin."

The change in the law resulted from Act No. 56 of the 1969 session of the Legislature, which amended the Pennsylvania Human Relations Act. Act No. 56 took effect immediately upon its signing by Governor Shafer.

Confusion and apparent conflict between the sex amendment and the Women's Labor Law were resolved late in November when Attorney General William C. Sennett ruled that certain provisions of the Women's Labor Law are superseded by the new sex provisions.

The Attorney General ruled that the sex amendment eliminates the need and justification for preferential treatment in the field of employment because of sex, by placing males and females on an equal footing. He said the conditions which prompted the enactment of the Women's Labor Law in 1913 no longer exist, and females now enjoy the freedom to be employed

(Continued on Page 2)

Committee on Children and Youth Asks Elimination of Racism in American Life

"All elements of society, public and private must devote their full energy toward eliminating racism in American life and reversing the growing trend toward two societies, separate and unequal."

This is one of the major recommendations in the report, "For the House of Tomorrow," just issued by the Committee on Children and Youth of the Governor's Council for Human Services.

Racism was one of seven areas of concern studied by the Committee, whose report is the product of a two-year dialogue between youthful and adult citizens of the state, and evolved out of the work of 24,000 people.

Commission Chairman Max Roscun also serves as chairman of the Committee on Children and Youth.

The Committee's recommendations on the subject of racism:

1. Citizens and agencies should recognize that primary responsibility for eliminating racist attitudes lies with the white community.

2. Realistic attitudinal training should be given to all public employees, including teachers, school board members, policemen and court officials.

3. The Department of Education

Governor Sets Appointment of Youth Advisors

Acting on the recommendations of the Committee on Children and Youth, Governor Shafer announced plans to appoint young people to advisory positions in a number of state agencies — including the Human Relations Commission.

The Governor said he agreed with the suggestion that young people be given a voice in policy decisions of government that affect their lives. He added:

"But with this new voice, we will demand from you a much greater responsibility in seeing to it that you help provide solutions to the problems you complain about. No longer will we accept your criticisms without your involvement."

should require use of American history texts which realistically portray the role of blacks and other minority groups in the development of American culture.

4. Government and public agencies should increase recruitment of blacks at every level.

5. There should be legislation to strengthen the powers of the Human Relations Commission.

6. Mass media should realistically report contributions of the black man in American society. Urban crisis programs should be established at all levels of government.

Bias on Basis of Sex Is Forbidden - -

(Continued from Page 1)

under conditions and hours of employment equivalent to that of males.

The Commission has been seeking understanding and compliance with the new sex amendment. In this task it is using both education and enforcement powers.

All employers of four (4) or more persons in Pennsylvania — including state, county and local governmental units — now are required to recruit, hire, train, promote and dismiss workers without any sex preference.

In advertising for job applicants, it is unlawful to indicate any preference, limitation, specification or discrimination based upon sex, as well as race, color, religious creed, ancestry, age or national origin.

The only exception is for jobs in which there is a bona fide occupational qualification (BFOQ), which means that only a man or only a woman could perform a specific job.

The prohibition against stating or using any sex preference applies also to labor unions and to public and private employment agencies.

As a result of the sex amendment and recent interpretations of other existing legislation, the Commission feels that women and men now can expect their employment opportunities to be determined by their own individual qualifications, interests and aspirations, rather than traditional patterns of what has been labeled "men's work" or "women's work."

First Hearing on Puerto Rican Charge Is Held

The first public hearing of a case involving Puerto Rican ancestry was held by the Commission December 8 in Lancaster.



Mrs. Guzman

Mrs. Maria Guzman told the Hearing Commissioners she believes that she and her husband and their two small children were refused the rental of a house in the town of Lititz because of their Puerto Rican ancestry.

The house sought by the Guzmans is owned by Mr. and Mrs. Abram Mease, who also own the house in which the Guzmans now live — located in a rural area near Lititz.

At the hearing the Meases denied the charge of discrimination.

A ruling in the case is pending.

Bias in Employment Is Project Target

An affirmative action program in employment is being carried out by the Commission under an \$18,000 grant from the U.S. Equal Employment Opportunity Commission.

The aim of the project is to develop improved techniques for combatting institutionalized racism in employment. Work on the project is being done by Niel Thomas of The Solutions Company, a human relations consulting firm based in Harrisburg, assisted by staff of the Commission.

Williamsport Hearing Ends

An agreement ending a Commission public hearing November 6 in Williamsport provided for the hiring of William Knight, Jr. by the Pennsylvania Wire Rope Corp. of that city.

Mr. Knight, who had alleged that he was refused a job because he is a Negro, was to be employed immediately and if he passed the required supervisor's test, was to be offered the first available supervisory position on the company's brake cable line.



Educators and civic leaders from Central Pennsylvania learned about the Green Circle Program at a Workshop November 11 co-sponsored by the Commission. In picture at left, workshop leaders (left to right) are Mrs. F. M. Richard Simons of the Harrisburg Section of the National Council of Jewish Women; Mrs. Belle Lustig, Commission representative; Miss Mary Stone of the Pennsylvania Power and Light Company, and Mrs. Gladys Rawlins of Philadelphia, originator of the Green Circle Program. At right, Mrs. Rawlins describes the human relations program.

Changes Slow in York Police Practices

The Commission, in a report to City of York officials in November, said that many of the Commission's recommendations for changes in police practices in the community had not been carried out.

The Commission acknowledged that some progress had been made since an earlier meeting with city officials in June, but reported that there still is a great deal of unfinished business and some unanswered questions.

Recommendations for improving police practices and taking other action to reduce racial tension in the City of York were made by the Commission after an investigatory hearing in the fall of 1968.

Some highlights of the Commission's latest status report on York:

— A Police Manual spelling out standard operating procedures has been completed but not approved or implemented.

— The police-community relations team within the police force is a "team" in name only. The Canine Corps is not represented and members of the unit have not received any special training beyond that given regular members of the force.

— The Canine Corps appears to be an independently-controlled unit of the police force, not answerable to the police chief. On the positive side, the use of dogs in patrolling black neighborhoods has diminished.

— The Rumor Control Unit has been set up and is in successful operation.

— The Police-Community Relations Commission exists but has no legislative sanction.

— The Police Cadet Program is stalemated, apparently because of a lack of interdepartmental communication.

The staff of the Commission was directed to press for more action on the Commission's recommendations, and to renew the Commission's offer of assistance in planning changes and in locating resources.

Non-White Workers Increase to 8.8 Percent

The Commission's Fifth Survey of Non-White Employees in State Government published this fall showed that the percentage of non-whites employed by the Commonwealth rose from 8.5% in 1967 to 8.8% in 1968.

Non-white employees increased in number from 8,340 in 1967 when the total personnel of the 35 agencies included in the survey was 97,638, to 9,266 as of October 31, 1968, when the total number of state employees was 105,142.

Two agencies — Department of Health, and Department of Property and Supplies — each reported 19.8% of their staff as non-white. The next highest figures were reported by the Liquor Control Board, 16.3%; Board of Parole, 14.2%; Department of Public Welfare, 13.9%, and Office of Administration, 12.9%.

Man's Right to Cold Beer Upheld By Commission

A man's right to a cold beer is one of the civil rights upheld by the Commission in recent public hearings.

Protection of this right came in a case brought by John Edwards and Charles E. Carter of York, against George's Cafe in the same city. The two men claimed a bartender at the cafe refused them service at the bar, telling them they would have to take their drinks outside.

After testimony by Edwards and Carter, a white witness to the incident and a Commission representative, the owner of the cafe waived the remainder of the hearing and agreed to the Commission issuing an order against him.



Mr. Carter and Mr. Edwards

New Council Active in Montgomery County

An active program, especially in the area of employment, is being carried out by the Commission's newest affiliate, the Eastern Montgomery County Advisory Council.

Established by the Commission this summer, the new 20-member group is headed by Rev. William E. Towner, Chairman, and Mrs. Max Berg, Secretary.

Other members of the Council are Dr. Joel Deutsch, Sterling E. Flowers, Mrs. Dorothy Freedman, Dr. Allan A. Glatthorn, Dr. Laurence F. Greene, Dr. Robert Haakenson, Mrs. Marjorie H. Haggler, Rev. Andrew T. Hamilton.

Also Mrs. Daniel W. McElany, John V. Metzger, Mrs. Joan N. Morris, Jack W. Robbins, Esq., Rabbi

Yaakov G. Rosenberg, Edwin E. Saunders, Robert J. Simpson, John P. Thompson, Rabbi Harold B. Waintrup and James White.

Members work in cooperation with the Commission in fighting discrimination and in attempting to foster understanding and good will among all segments of the community.

Commission members Joseph X. Yaffe, Esq., of Wyncote and Dr. Robert Johnson Smith of Elkins Park are ex-officio members of the Council. Benjamin A. Hassell, a Commission Field Representative, serves as consultant to the Council.

Vicini Confirmed As Commissioner

Newest member of the Pennsylvania Human Relations Commission is Jess M. Vicini of Uniontown. His appointment was confirmed by the Senate in August.

Mr. Vicini is Regional Director of Region 16 of District 50, UMW, with offices in Pittsburgh.

The Commission lost the services of a veteran Commission member, Stanley A. Miller of Harrisburg, who resigned in December following Governor Shafer's announcement that he would appoint Mr. Miller to the position of Secretary of Public Welfare.

Death Takes 2 Men From Field of Law

Death has claimed two lawyers who formerly assisted with the legal work of the Commission.

The men, both Philadelphians, were Herman Steerman, who served as Assistant Counsel from September 1965 to July 1968, and Arthur C. Thomas, a Deputy Attorney General assigned to give legal assistance to the Commission, who helped the agency from June 1963 to January 1967.

Mr. Steerman died after a long illness. Mr. Thomas' death followed a heart attack.

Italian Charge Hearing Underway

A public hearing by the Commission is underway in the case of a man who charges that he was fired from his

job as a supervisor in an aircraft plant because of his Italian ancestry.

The complainant is John P. Gabriele, 36, of Wilkes-Barre. His charge is against the Vertol Division of the Boeing Company, located at Morton, Pennsylvania.



Mr. Gabriele

The Boeing Company denies discrimination and says that Mr. Gabriele was discharged for unsatisfactory performance.

Three sessions have been held in the public hearing and further testimony is scheduled. The hearing is taking place in Council Chambers of the Municipal Building in Chester.

New Telephone Number Given Philadelphia Regional Office

The Philadelphia Regional Office of the Commission has a new telephone number. It is 238-6940.

PENNSYLVANIA Human Relations Report

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Pennsylvania Human Relations
Commission

100 N. Cameron Street
Harrisburg, Pennsylvania 17101

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor

Human Relations Commission

Max Rosenn, Chairman
Alvin E. Echols, Jr., Esq.
Andrew G. Freeman
Stanley A. Miller
Robert W. Goode
Mrs. Wilma Scott Heide
John P. Leemhuis, Esq.
Dr. Robert Johnson Smith
Jess M. Vicini
Joseph X. Yaffe, Esq.
Milo A. Manly, Executive Director

Survey of Public Housing Being Made by Commission

A survey of local public housing authorities in Pennsylvania has been ordered by the Commission and currently is underway.

Purpose of the survey is to determine the racial patterns of occupancy in each project operated by a local housing authority, and to measure progress in eliminating racial segregation.

Results of the current survey will be matched against the findings of a similar survey made by the Commission two years ago.

AT YOUR SERVICE —

For more information on the programs and services of the Commission, write, telephone or visit the regional office of the Commission nearest you, as follows:

PITTSBURGH

Room 810, 4 Smithfield Street;
Telephone 565-5395

HARRISBURG

301 Muench Street;
Telephone 787-1810

PHILADELPHIA

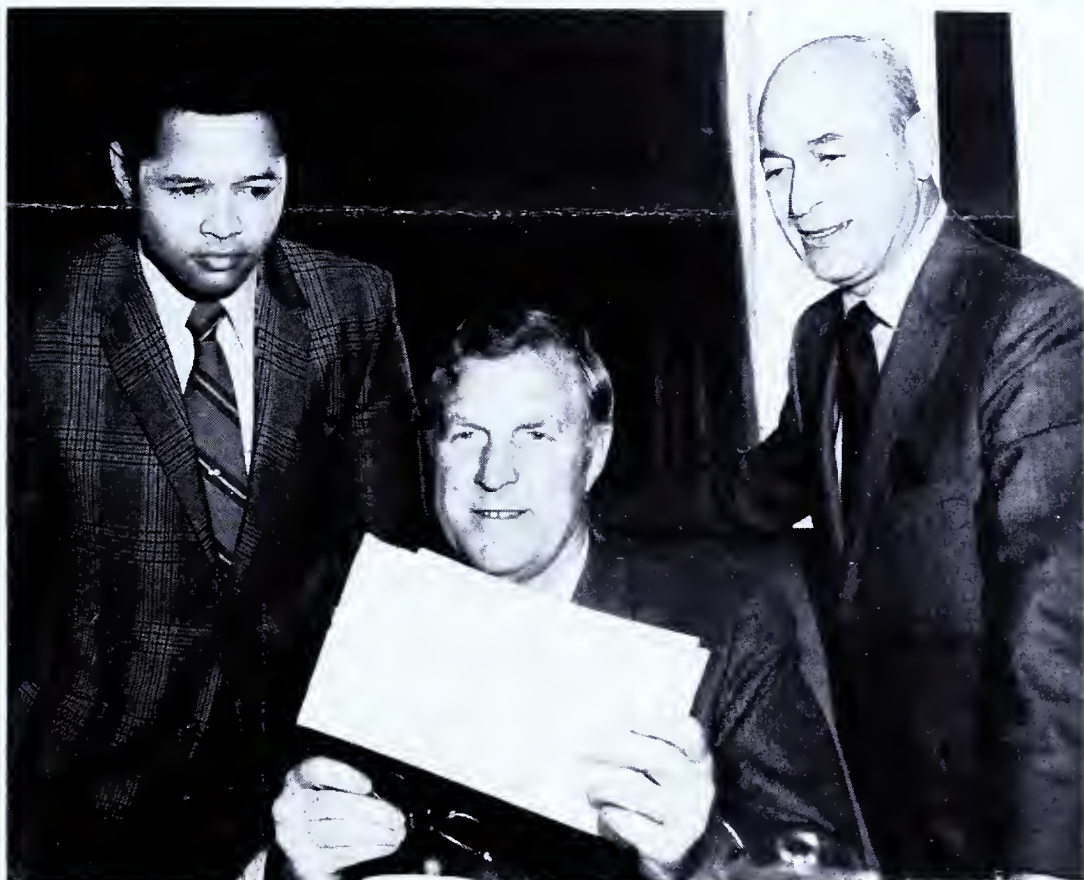
101 State Office Building
Broad and Spring Garden Streets;
Telephone 238-6940

PENNSYLVANIA Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

SPRING, 1970

HARRISBURG, PENNSYLVANIA



Governor Raymond P. Shafer talks over Pennsylvania's civil rights needs with Homer C. Floyd, left, the Commission's new Executive Director, and Max Rosenn, Commission Chairman.

'Unfinished Task' Theme of 14th Annual Report

"The Unfinished Task" is the title of the Commission's recently-issued report on activities in 1969.

Chairman Max Rosenn said the report reflects that the Commission has aided many minority group persons in exercising their rights to better homes, jobs, schools and services, but noted that despite these labors, "the unequal pattern in housing, employment and education has not substantially improved for the majority of blacks."

The Commission reported continued progress in its efforts to achieve racial balance in the public schools of the state, help in resolving 41 tension situations — most of which were school-associated, co-sponsorship of a conference on "Student Unrest," and establishment of a new advisory council in Eastern Montgomery County.

An investigatory hearing was held in Harrisburg and recommendations issued. The Commission helped in the formation of five new local human relations councils, and aided three other groups to be adopted by local governments as their official civil rights agencies.

Most of the 581 new complaints filed during the year were from blacks who said they were denied employment and housing opportunities because of white racism.

Executive Director Homer C. Floyd warned against extracting a false optimism from the progress shown in the report. "Although the Commission looks with some pride to the past," he said, "it is keenly aware that many Pennsylvanians still face and feel discrimination because they are Jewish, Catholic, Negro, female, Polish or Puerto Rican."

Homer C. Floyd Is New Executive Director; Formerly Headed Kansas Civil Rights Agency

Homer C. Floyd is the new Executive Director of the Pennsylvania Human Relations Commission. He assumed his duties with the Commission February 16, succeeding Milo A. Manly, who retired from the position at the end of January.

Mr. Floyd, 33, is the former Executive Director of the Kansas Commission on Civil Rights.

A native of Massillon, Ohio, Mr. Floyd holds a bachelor of science degree from the University of Kansas, where he majored in social science and physical education.

Before directing the work of the Kansas Commission, Mr. Floyd serv-

ed as Executive Director of the Human Relations Commissions in Topeka, Kansas, and Omaha, Nebraska.

In addition, since January 1967, Mr. Floyd served as a consultant to the U.S. Commission on Civil Rights in the states of North Dakota, South Dakota, Nebraska and Kansas.

At present Mr. Floyd also serves on the executive board of the International Association of Official Human Rights Agencies.

Mr. Floyd and his wife, the former Mattie Longshore of Massillon, have two children, Jeffrey, 14, and Cheryl Lynette, 7.

Gist of School Desegregation Statement Listed

"Many residents of Pennsylvania are concerned about some of the points made by President Nixon in his March 24th statement on school desegregation," the Commission commented in a news release March 31st.

Some highlights of the Commission's comment:

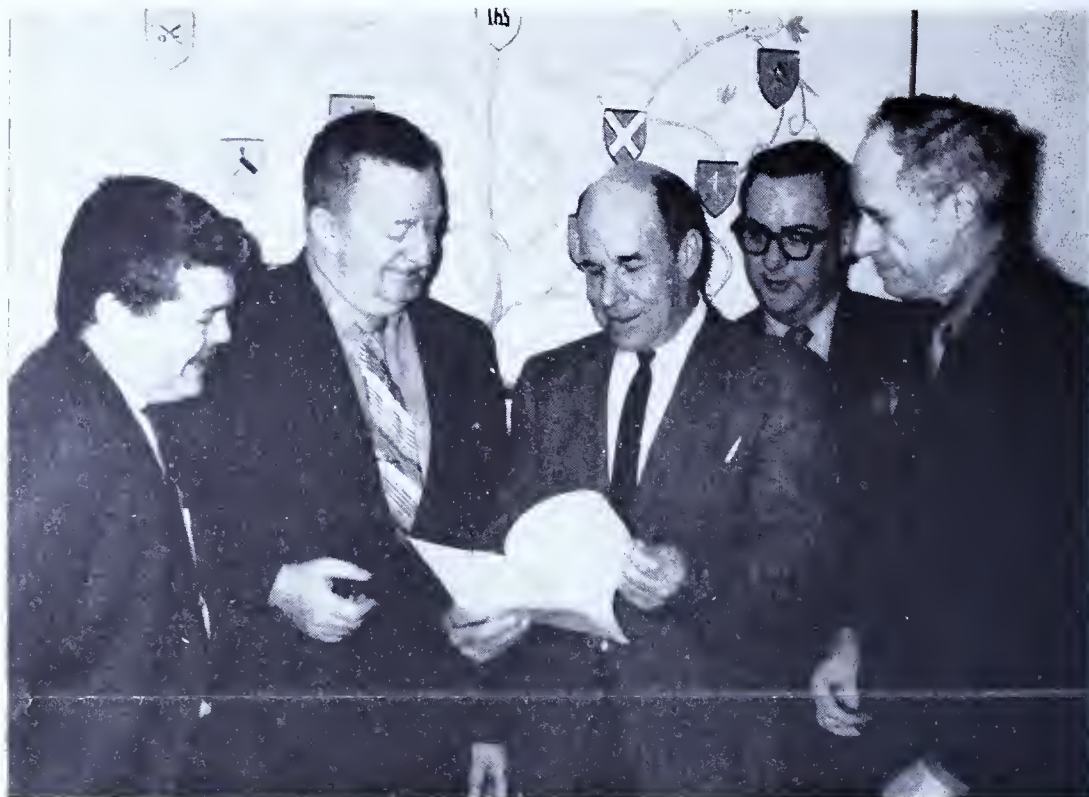
—Pennsylvanians need to remember that the President was setting forth a guide to federal policies and action under his administration. We believe that his statement was not intended to, and does not, rule out additional action by state and local officials to eliminate segregation in the nation's schools.

—The Pennsylvania Human Relations Commission will continue efforts to end racial imbalance in Pennsylvania schools as quickly as possible. This includes de facto school segregation resulting from housing patterns.

—Busing pupils beyond normal geographic school zones to achieve racial balance received some criticism in the President's statement. In Pennsylvania, however, busing pupils to correct racial imbalance is left to the discretion of the local school board. The Commission believes, as stated by the Pennsylvania Supreme Court in the Chester School district case, that the school district bears primary responsibility for the choice and implementation of an effective desegregation program.

—The President has said that no issue is more important to our national unity and progress than school desegregation. The Commission agrees. No aspect of education deserves higher priority than providing our future citizens the experience of learning together today, so they may live together in peace tomorrow. Better facilities, better teachers, better materials — none of these are substitutes for the opportunity to relate to fellow students from all parts of our communities in peaceful and positive ways.

—The main issue is that one-race schools, whether black or white, are handicapped, compared to integrated schools, in their capacity to prepare their students to work and live in our multi-racial and multi-ethnic society.



A pilot project on church involvement in community problems, with emphasis on housing, is being given consultant help by H. Gordon Council (second from left), Commission Director of Housing for the past four years who recently transferred to the Department of Community Affairs to direct a new project called Operation Breakthrough. Pictured at meeting in office of the Pennsylvania Synod of the United Presbyterian Church (left to right) are Roy Newsome, planning analyst for housing, State Planning Board; Council; Joseph E. Grottenthaler, Director of Strategy for the Presbyterian Synod; Karl Smith, Director of the Bureau of Community Programs for Community Affairs, and Daniel Rogers, Executive Deputy Secretary of Community Affairs.

Human Relations Council Okayed For Harrisburg

Harrisburg City Council approval March 10th of an ordinance to establish a local human relations council received commendation from the Commission, which had recommended the action following the investigatory hearings it conducted in the state's capital city in the spring of 1968 and last summer.

The Commission termed the city ordinance "a definite, positive step toward relieving racial tension in Harrisburg," and offered city officials consultant assistance in getting the local human relations council into operation.

Other recommendations stemming from the Commission's 1969 investigatory hearing in Harrisburg were issued in January. The Commission upheld a substantial number of charges by the Black Coalition and other per-

sons representing the black community, including the allegation that there had been a dual standard of treatment for blacks and whites in law enforcement by police and in bail assessments and fines by magistrates.

However the Commission rejected the charge that Harrisburg police, collectively or individually, had committed official lawlessness during the period of racial disorders.

The Commission said it found evidence that racial segregation existed in public housing in Harrisburg, and requested the city housing authority to develop guidelines for the selection of tenants which would end the pattern of racial separation.

The Commission also recommended that city police should have sensitivity training, a stronger police-community relations unit, a comprehensive manual of standard operating procedures, a practical action plan to deal with civil disturbance and a well-developed educational program on the law and the role of the policeman for use with school and civic groups.

Philadelphia's School Desegregation Plan Is Rejected by Commission as Unacceptable

Philadelphia's school desegregation plan has been rejected by the Commission.

Rosenn Recommended For Court Seat

Commission Chairman Max Rosenn has been recommended for appointment to a seat on the United States Third Circuit Court of Appeals.

Senators Hugh Scott and Richard S. Schweiker recommended Mr. Rosenn in a joint letter to Attorney General John N. Mitchell.

Mr. Rosenn, who formerly served as Secretary of Public Welfare in Pennsylvania, is senior partner in the law firm of Rosenn, Jenkins and Greenwald in Wilkes-Barre. He received his law degree from the University of Pennsylvania Law School in 1932. He has been admitted to practice before the Pennsylvania Superior and Supreme Courts, U.S. District Court, Third Circuit Court and the U.S. Supreme Court.

Since the last issue of this newsletter the Commission lost the services of Commissioner John P. Leemhuis, Esq., of Erie, who resigned because of the press of other business.

In addition, two nominations to Commission membership were awaiting Senate confirmation at press time of this report. They are Governor Shafer's reappointment of Dr. Robert Johnson Smith to a new term on the Commission and his appointment of Everett E. Smith to fill a vacancy.

Dr. Smith, a resident of Elkins Park, has been a member of the Commission since 1965 and currently is serving as Secretary.

Everett Smith, who lives in Wyoming, is a former member of the Commission who served from 1966 through 1968. He is Manager of Industrial and Labor Relations and Plant Services at the Reading Plant of the Western Electric Company. A former chairman of the Inter-Religious Committee on Race of Reading and Berks County, Mr. Smith currently is serving as president of the board of the YMCA of Reading and Berks County.

The Commission ruled in March that the city's plan was unacceptable because it would only result in a minimal amount of desegregation. It also notified the Philadelphia Board of Education that the Commission would have to consider the use of other procedures in trying to eliminate racial imbalance in the state's largest city.

On the basis of the latest enrollment figures available to the Commission, 69% of the pupils in the public schools of Philadelphia are attending schools in which 80% or more of the pupils are of one race.

In the judgement of the Commission, Philadelphia's desegregation plan would not reduce this segregation by any substantial amount.

The Commission in February 1968 requested the Philadelphia Board to submit a school desegregation plan by July 1, 1968. That deadline was not met and five extensions of time were granted because of the size and complexity of the problem in Philadelphia.

Philadelphia was one of 17 school districts asked by the Commission to submit desegregation plans after the Pennsylvania Supreme Court ruled in the Chester School District case that the Commission has authority to require school districts to develop and implement plans for eliminating racial imbalance in their schools.

Feldstein Cited As Outstanding Young Man of '69

Jay H. Feldstein, who serves as legal counsel in the Commission's Pittsburgh Regional Office, recently was selected by the Pittsburgh Jaycees as one of two "Outstanding Young Men of the Pittsburgh Area" for 1969.



Mr. Feldstein

Among the civic activities for which Mr. Feldstein was cited were chairman of the Concerned Taxpayers

of Elizabeth Forward and counsel for the Community Development Council of Elizabeth and the Mon-Yough Community Action Committee.

A 1959 graduate of Pennsylvania State University (and Yale Law School, 1962), Mr. Feldstein recently was one of seven persons nominated to fill three positions on the board of trustees of Penn State. He was president of the student body at Penn State in 1958-59, and was named "National Undergraduate of the Year" by Phi Epsilon Pi fraternity in 1959.



Four members of the Commission's headquarters clerical staff exhibit diplomas at the completion of courses given at the Harrisburg Area Community College. Left to right are Mrs. Jacqueline Ramsey, Mrs. Roberta Thompson, Miss Mary Ann Bach and Mrs. LaTanya Stewart. Mrs. Ramsey and Mrs. Stewart took the secretarial procedures course. Mrs. Thompson and Miss Bach completed the supervisory course.



Commissioners and staff members of the Commission took part in a meeting February 5 in Philadelphia which brought together representatives from human relations agencies throughout the state. A staff member in discussion group pictured here is Eugene Nelson (upper right, wearing glasses), Education Specialist in the Pittsburgh Regional Office of the Commission. At lower left of picture is Russell Barbour, former Commission staffer and now Executive Director of the Allentown Human Relations Commission.

Commonwealth Court Overturns Commission Order in Case of Moose Lodge, Negro Guest

Commonwealth Court has overturned a Commission order against Harrisburg Lodge 107 of the Loyal Order of Moose.

The Commission had ruled that the Moose Lodge violated the state's Human Relations Act in refusing service to a Negro guest of a member of the organization, and had ordered the lodge to end discriminatory practices against Negro guests of club members.

The Court ruled March 6 that the Moose Lodge did not violate the Human Relations Act in refusing to serve Representative K. Leroy Irvis, who is House Majority Leader in the General Assembly and a Negro.

Judge William W. Lipsitt, who wrote the Court's opinion, said the Lodge was within its rights in refusing to serve Mr. Irvis. A private club, the Court ruled, does not become a place of public accommodation even though it permits its facilities to be used by non-member guests.

"The private club exemption," Judge Lipsitt said, "is founded in the rights of privacy and association. Regardless of the disquietude caused by

bigots, rights pertaining to privacy and private associations are themselves constitutionally-protected liberties."

The Court thus disagreed with the position taken by the Commission that a club is exempt from the public accommodations provisions of the Human Relations Act so long as it remains "distinctly private," but is not distinctly private when it permits any part of the general public who are not members to enter and use its facilities.

The Commission will appeal the case to the Pennsylvania Superior Court.

Rev. Paul F. Hudson Dies; Was Chairman in Johnstown

Rev. Paul F. Hudson, former chairman of the Commission's Johnstown Advisory Council, died at his home in Johnstown on February 18. He had served on the Council for more than five years and was pastor of Westmont United Presbyterian Church. Rev. Hudson also was a past president of the Pennsylvania Council of Churches.

New Law Permits Joint Commissions

A new law in Pennsylvania permits two or more units of local government to jointly finance and operate a local human relations commission.

The new measure, Act No. 52 of 1970, was signed into law March 5 by Governor Shafer. It had been enacted in the Legislature as Senate Bill 441.

Commission Executive Director Homer C. Floyd said the new law will make it easier for citizens and their officials to set up human relations commissions to deal with racial and other minority-group problems on a metropolitan basis.

"Discrimination doesn't stop at the city line," Mr. Floyd noted. "The new law simply recognizes that fact and allows the elected officials of counties, townships, boroughs and cities to share the salaries of staff members dealing with the serious problems affecting human relations."

Several effective human relations commissions already are operating in Pennsylvania as a result of cooperation — between a city and a county, for instance. The new law removes any doubts concerning the legality of such arrangements.

PENNSYLVANIA Human Relations Report

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Published quarterly by the
Pennsylvania Human Relations
Commission

100 N. Cameron Street
Harrisburg, Pennsylvania 17101

Commonwealth of Pennsylvania
Raymond P. Shafer, Governor

Human Relations Commission

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Joseph X. Yaffe, Esq.,

Vice Chairman

Dr. Robert Johnson Smith,

Secretary

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Andrew G. Freeman

Robert W. Goode

Wilma Scott Heide

Jess M. Vicini

Homer C. Floyd, Executive Director

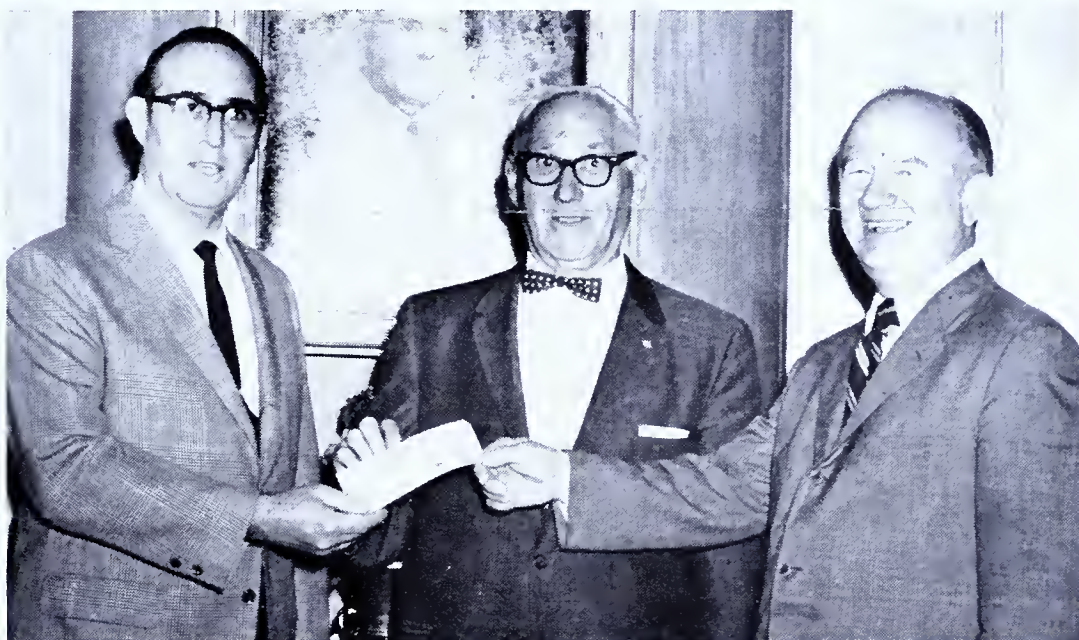
PENNSYLVANIA

Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

WINTER, 1971

HARRISBURG, PENNSYLVANIA



Vince Rossi of the Commission (left), Joseph Mielcarek, Vice Mayor of Chester and Robert Masters of the Governor's Justice Commission hold the check that funded a Human Relations Workshop for Police.

UPI Article Spotlights Commission

In mid-September, United Press correspondent Steven Tragash wrote a feature article on the Commission and its Executive Director, Homer C. Floyd. Tragash noted the "recent revitalization of the Commission" and the part that Floyd has played in the process.

The article said in part:

"We've scrapped the brotherhood or Golden Rule approach to get at racial discrimination. The Commission wants to take the same law and order approach everyone is talking about and apply it to discrimination," Floyd said in an interview.

"His tone was not harsh, not angry. A soft-spoken man, Floyd is more a pragmatist, a hard-nosed realist. He's on a search for the real problems and solutions in getting blacks and whites to live and work together.

"Floyd knows what's possible and he knows what isn't. He's shunned the lofty rhetoric, turning to more practical means in the Pennsylvania Legislature, the lawbooks and the courts.

"The Commission was set up to enforce and administer the state Human Relations Act and Fair Educational Opportunities Act."

The Commission intends to do that.

NOW President

Congratulations to Wilma Scott Heide, a Commission member until July of this year, who was elected President of the National Organization for Women (NOW) on September 7th. Ms. Heide resigned from the Commission when she and her family moved to Connecticut.

Staff Member Assists In Police Training Program

Because of the suggestions, guidance and persistence of Commission Field Representative Vincent Rossi, all 126 officers of the City of Chester Police Department attended a 20-hour sensitivity course at Temple University.

Vince advised and assisted city officials in preparing and processing a proposal for a federal grant to fund the course, as well as in obtaining resource personnel to conduct the classes.

The Delaware County Times editorialized:

"Chester is a tough place to be a cop. A policeman is often the most visible extension of the power structure that is viewed unfortunately with hostility, especially by black youths. A sensitivity and human relations course should help the police to a better understanding of these attitudes."

4 Nominated To Commission

The Pennsylvania Human Relations Commission was established as an 11-member non-salaried body. Since July it has been functioning with 6 Commissioners. A great strain has been placed on the current members because a quorum for a meeting requires the presence of all six, and a panel for a public hearing needs three Commissioners.

However, Governor Shapp in early October nominated 4 persons for membership on the Commission. These persons must be approved by the Senate.

The nominees are: Mrs. Elizabeth M. Scott and John P. Wisniewski both of Pittsburgh, Mrs. Doris Leader of York and Mrs. Emily Sunstein of Philadelphia.

Desegregation Of Schools In Class, In Court

The Commission has requested 25 Pennsylvania school districts to desegregate their schools.

Of these 25 districts, 16 are achieving racial balance of student bodies according to plans approved by the Commission, two are under compliance procedures with the Commission, and 7 have had final desegregation orders issued against them.

In all 7 instances of the final order, the Commission is involved in court cases. The Commission has asked the court to enforce its order with Erie and Chester, while Philadelphia, Pittsburgh, New Castle Area, New Kensington-Arnold and Uniontown Area School Districts have appealed the Commission's orders to the Commonwealth Court.

The Commission is determined not to relent in its efforts to make sure that in Pennsylvania the public school system does not contribute to the segregating processes.

The Commission is aware also of its supporters, especially school officials, who have been implementing desegregation plans.

Dr. Harry R. Faulk, Superintendent of the McKeesport Area School District, in August 1971, told a U.S. Senate Subcommittee that after 19 McKeesport schools were integrated, black students had higher scores on achievement tests, the white students' scores remained stable and discipline problems decreased. He said, "No one can deny that if the PHRC had not directed McKeesport to bring about racial balance in its schools, nothing would have been done."

Appointed HUD Administrator

A former member of the Commission, Theodore R. Robb, has been appointed Administrator of the U.S. Department of Housing and Urban Renewal's Regional Office in Philadelphia. He is supervising HUD programs in 5 mid-eastern states and the District of Columbia.



Three speakers at this year's State NAACP Conference (left to right) were Homer C. Floyd, Commission Executive Director; Dr. David H. Kurtzman, State Secretary of Education, and Paul Williams, Director of Reorganization of the Pittsburgh School District.

Colleges Must Develop Teachers Without Bias

"If what kids are learning would project the positive elements of things from both a black and white standpoint, the schools would not have to tell black kids that they are equal. They'd know it."

This was stated by Commission Executive Director Homer C. Floyd, a panelist at a "School Crisis" workshop on October 29th at the State NAACP Conference in New Castle.

Mr. Floyd said that Pennsylvania state colleges "are not the kind of democratic quality institutions of education needed to adequately prepare our teachers for the classrooms."

Mr. Floyd called for curriculum revision in the state schools as part of "developing educators who are attuned to what life is all about."

The State Secretary of Education, Dr. David H. Kurtzman, also a panelist, agreed state colleges do "very little" to develop positive attitudes concerning race.

He added the system of teacher tenure makes it "difficult to remove" teachers who are "ineffective because of their biases."

Says Referendum Could Continue Segregation

Mrs. Elizabeth G. Henderson, Deputy Director of the Commission, testified on October 28th before a special House of Representatives Subcommittee concerned with citizen participation in the physical planning and redevelopment of local communities.

The Commission, Mrs. Henderson stated, supports citizen's participation that would not result in disparate effects against minority group persons or against women as a class. She cautioned that any law providing for a referendum on the location of low-rent housing projects would be used by segregationists to exclude blacks from suburban areas of the state.

Mrs. Henderson said: "We believe this type of legislation is highly susceptible to racial bias and that the social milieu is such that it is predictable that referendum voting will be on the basis of race."

She added, "This could mean that either construction of low income housing would halt, or it would occur in areas of racial impaction that would perpetuate the systemic pattern of segregation already extant in our urban areas."

Commission: Women Can Be Park Guards

The Commission has ordered the City of Philadelphia and the Fairmount Park Commission to give Miss Joanne Rossi the opportunity to apply for a position as a police-guard and to process her application without regard for her height, weight or sex.

The order resulted from a public hearing of a complaint filed by Miss Rossi that she was not allowed to apply for a position of a Fairmount Park Guard because she is a woman.

The Commission found at the Public Hearing that the City and the Park Commission did not produce evidence that the position of a Park Guard had such requirements that can be met only by males, or had more hazards for women than for men.

The City of Philadelphia has appealed this order to the Courts.

Remedies Listed To End Tensions In Aliquippa

The Commission has made specific recommendations for ending racial tension and building better intergroup relations in the Borough of Aliquippa.

The Recommendations resulted from an investigatory hearing conducted in Aliquippa May 24, 25, and 26. The Commission was assisted by a task force of state agencies — as was requested by Governor Milton Shapp — that included the Departments of Commerce, Community Affairs, Education, Justice, Labor and Industry, Public Welfare and the State Police.

The Commission recommended that:

— Aliquippa School District establish a school-community cooperative action committee.

— Aliquippa Police Department not use specially-deputized forces during civil disorders.

— The Borough of Aliquippa apply for funds for a variety of housing, health, recreational and welfare services.

— Borough officials adopt a human relations ordinance with enforcement powers, funds and staff.

EEOC Project Is Getting Results Against Systemic Discrimination

A significant portion of the Commission's early efforts to eliminate systemic discrimination is the Affirmative Enforcement in Employment project, which has been funded by a federal grant.

The first phase of the project is concerned primarily with increasing the employment of minorities and women in companies whose annual reports to the federal government and responses to Commission interrogatories gave evidence of under-utilization of such groups.

As of November 1, 1971, 4 companies had signed consent orders or conciliation agreements to correct their patterns and practices of recruit-

Commission Adopts Policy on Childbirth Leave

At its September meeting the Commission adopted a childbirth leave policy, thus spelling out more clearly how the prohibitions against discrimination because of sex apply when an employee becomes pregnant.

(1) A woman shall not be penalized in the terms or conditions of employment because she requires time away from work on account of childbearing.

(2) A woman shall not be required by the company to leave at any arbitrary time in pregnancy, but may work as long as she is capable of performing the duties of the job.

(3) A woman shall be entitled to take a leave for childbirth for a reasonable length of time indicated by her at the time the leave begins.

(4) A pregnant woman shall be entitled to receive any accumulated sick, disability and vacation benefits accrued by her at the time of the leave.

(5) If there is no leave policy, childbearing must be considered justification for a leave of absence.

(6) Following childbirth the woman shall be reinstated to her original job or to a position of like status and pay, without loss of previously-earned seniority and pension rights or other service credits and benefits.

ing, hiring and promoting employees to affect minorities. 11 firms were in the conciliation process and 8 more were under investigation.

Over 500 additional firms were being reviewed and 100 companies were being chosen for the Affirmative Enforcement in Employment Project.

The Commission also is using this project experience to develop procedures to speed up the investigative and relief processes for complaints, as well as to streamline staff's methods and techniques for detecting discrimination and applying remedies.

Commission Moves On Public Housing Projects

In October the Commission conducted two sessions of a public hearing on charges that the City of Williamsport, its Planning Commission



E. E. Smith

and Housing Authority, plus a private contractor (Penn State Construction, Inc.) are in violation of the state's anti-discrimination laws with respect to the planning, designing and approving of the Roundhouse and

Newberry public housing projects.

The Commission contends that because of site locations, unit sizes and tenant selection policies, "the natural and probable consequence" would be that Roundhouse would be a predominantly black project and Newberry a predominantly white project.

Whether the facts of the case substantiate the charges will be determined by the evidence and testimony presented at the hearing.

Chairman E. E. Smith of the Commission and the presiding officer at the hearing said, "What is of great importance is that we have adopted an action-policy to prevent the building of housing units where there are indications that homes or apartments will create a new area of racial isolation or perpetuate an existing pattern of racial segregation."

New Employee Selection Guide Is Promulgated

The Pennsylvania Bulletin, on October 16, 1971, promulgated the Commission's official ground rules for employment testing, screening and qualifying procedures that will comply with the Pennsylvania Human Relations Act.

Whenever the tests and practices which determine who obtains jobs have adverse effects upon minorities and women, the guidelines make the employer, employment agency or labor union responsible to prove that the testing and qualifying standards do actually indicate the capacity of the person for the job, and that there are no alternate suitable procedures.

These guidelines are available to the public.

At about the same time, the U.S. Supreme Court ruled in *Griggs vs. Duke Power Company* that it is illegal to use a test requirement that screens out a higher percentage of blacks than whites, unless these tests can be validated as predictive of job performance.

Former Commissioner Dies

The Commission regrets the death of Rev. James B. Cayce on October 13, 1971. Rev. Cayce served as a Commissioner from 1957 to 1969, and was a leader in church and community affairs in the Pittsburgh area.

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Proposed Legislation Can Help Or Hurt Agency

In the 1971-72 sessions of the General Assembly there is much proposed legislation which concerns the Commission.

There are the 6 bills which would restrict or nullify the Commission's effectiveness in ending segregated education.

House Bill 1717 would prevent the Commission from requiring school districts to end segregation, and from promoting educational programs in school or community.

House Bills 194, 1069, 660 and 1319, and Senate Bill 943, with varying emphasis, would compel the assignment of pupils to the school nearest home, or forbid their assignment or transportation to any other school without the written permission of parents or guardians.

On the other hand, there are three proposals which the Commission especially recommends for passage by the legislature:

— H.B. 1000 would prohibit discrimination because of sex in admission to colleges, universities and other educational institutions.

— H.B. 1525 would explicitly prohibit discrimination because of sex in places of public accommodation.

— H.B. 1430 would amend the PHR Act to provide for: (1) Hearing examiners, (2) One Commissioner or hearing examiner conducting a public hearing, (3) Reducing Commission to

Executive Director Floyd Heads Atlantic Region

Commission Executive Director Homer C. Floyd was elected Chairman of the Atlantic Region of the International Association of Official Human Rights Agencies at the group's 1971 annual conference.

Mr. Floyd was elected for a two-year term as Regional Chairman and will serve as a member of the executive committee of the Association. The organization is a coordinating agency representing official human rights agencies in the U.S. and Canada.

Field Representative Dies

The Commission extends its condolences to the family of Joseph Costello, Sr., a 6-year veteran of the Commission's Philadelphia Office field staff. Joe died October 17th.

9 members and a majority of members in office constituting a quorum, and (4) Only a majority vote is needed to convene an investigatory hearing to prevent racial tension.

Commission Hears Lancaster Complaint

The Commission held a public hearing in Lancaster on October 21 concerning the charges of Bonnie M. Jacoby, a white teacher, that she was



Miss Jacoby

being evicted from her apartment because her female roommate is black.

Miss Jacoby testified that when she rented the apartment, the owners, Mr. and Mrs. Robert Wiggins, agreed that she could share it with another female;

and it was only after the landlords discovered that her roommate is black that the eviction proceedings began.

The Commission will rule on Miss Jacoby's complaint after a full review of the transcript of the hearing.

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SPRING, 1972

HARRISBURG, PENNSYLVANIA

Four Commission Appointments Made by Governor Shapp

During the interval between the 1971 and 1972 sessions of the Legislature, Governor Shapp appointed the following new Commissioners: Ms. Elizabeth M. Scott and John P. Wisniewski, both of Pittsburgh; Ms. Doris Leader of York, and Ms. Emily Sunstein of Philadelphia.

The Governor had nominated the four Commission members October 12, but the Senate did not act to confirm them prior to adjournment.

The new appointments are termed UES appointments. That is, they are effective until the end of the session.

Ms. Leader, a member of the Executive Board of the Pennsylvania Equal Rights Council, is active in many human services programs in the York area. She was a member of the Commission's York County Advisory Council.

Ms. Scott, an officer in many civil rights and women's rights organizations, such as NAACP and NOW, is currently working with the Chancellor's Advisory Council on Women's Opportunities at the University of Pittsburgh.

Ms. Sunstein has had leadership roles in the regional and Philadelphia Chapter of the American Jewish Committee, as well as the Urban League. She also has done free lance writing.

Mr. Wisniewski, a former president of United Steelworkers Local 1601, has taught Labor Union Structures and Arbitration in Labor-Management Disputes at Duquesne University. For six years he was Research Director of the Pan Slavic Alliance. He is an analyst and planner for the Allegheny County Planning Department.



Commission Executive Director Homer C. Floyd and other staff members reviewed Commission activities February 9 with officers of the Pennsylvania Equal Rights Council. Mr. Floyd, at left in picture, is seated across from Marguerite Hofer of Pittsburgh, Chairman of PERC. To her right is Darlington Hoopes of Reading, Vice-Chairman of the Council, and to her left is Samuel L. Gaber of Philadelphia, Secretary of the Council.

Discrimination Continues; Counter-Action Increases

Discrimination continues in Pennsylvania, but the counter-action to eliminate and prevent it is stronger than ever before.

The Commission's report for the fiscal year ending June 30, 1971 shows that the Commission is investigating and resolving the highest number of complaints in its history, and has been intensifying its action against discrimination patterns in housing, jobs, and schools which victimize women or minorities.

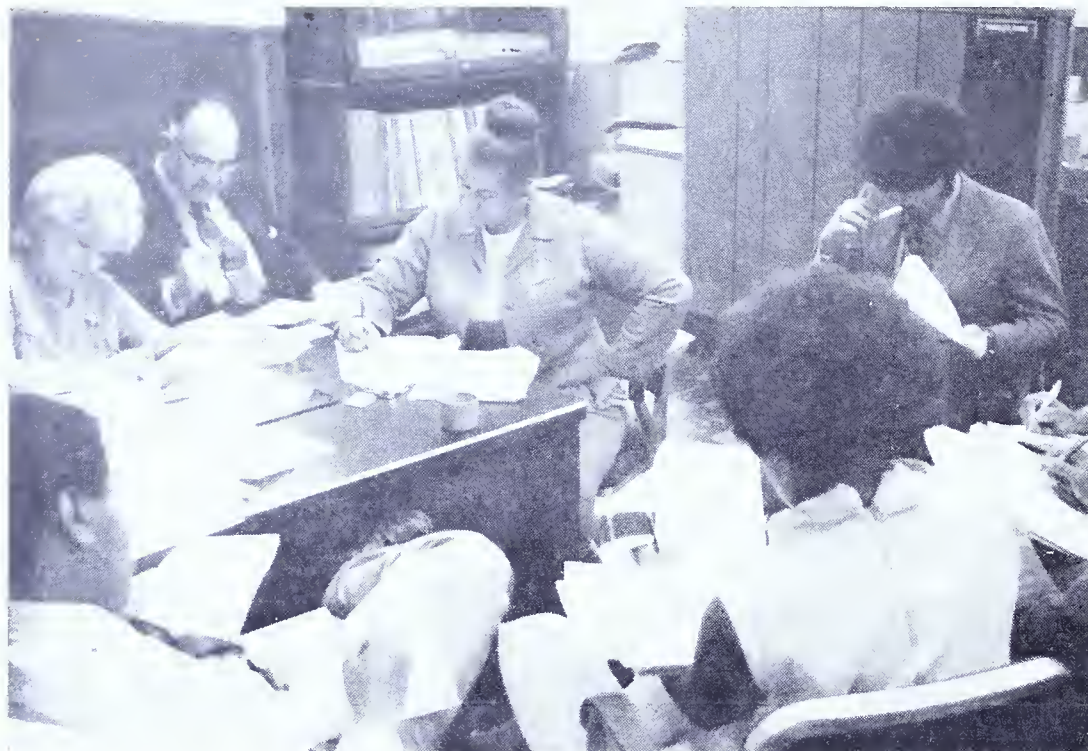
According to the report entitled "Together" the Commission received and docketed a record number of 734 complaints: 501 were charges of discrimination in employment—another new high; 147 in housing; 84 in places of public accommodations, including schools; and 2 in institutions of higher

learning. Closed cases totaled 697, which is 153 more than in any previous year.

Complaints of job discrimination increasingly have been demanding a greater proportion of the Commission's efforts. In the two previous annual report periods, complaints of job-related discrimination constituted 57.6% and 64.7% of the total number. In the past year the percentage grew to 68.2%.

The Commission—with greater frequency—moved to correct the recruiting, screening and processing procedures of employers, real estate brokers and schools which result in the exclusion or under-representation of blacks, Spanish-surnamed Americans or women. Staff handled 11 such cases in

(Continued on Page 2)



Concentration is obvious as Commission staff members work to master improved new techniques for investigating and adjusting cases. Role playing and practice sessions were held in each of the Commission's three regional offices in January and February. Facing toward camera during session in Harrisburg Office (left to right) are Peggy Raynock and Frank Smith, Human Relations Representatives; Charlotte Stewart, Education Specialist, and Clive Ulen, Human Relations Representative.

Court Rules for Regional Desegregation

The public school systems of Richmond, Virginia—70 percent black—and those of surrounding Chesterfield and Henrico Counties—about 91 percent white—have been told by a federal judge that they must merge into one metropolitan unit by September 1972 to end an increasing pattern of unequal and segregated education.

This decision, if upheld by the U.S. Supreme Court, could have an affect on school desegregation situations in Pennsylvania. Indeed, before the start of the 1971-72 school term, the Philadelphia School Board had submitted to the federal government a request for desegregation funds for a project that proposed the merger of the Philadelphia schools with 13 suburban school districts.

One very immediate effect of the federal court decision was that in the state Senate an amendment was attached to S.B. 286 which is concerned with reimbursement of school districts for costs of transporting children, where walking conditions are hazardous.

The amendment—if it were to become law—would prohibit the merger of school districts without prior ap-

proval of the electorate of each district affected by the merger.

Development Plans Being Reviewed

Through efforts of the Housing Division, an arrangement was reached with the State Planning and Development Board, according to which the Commission is reviewing all proposals for federal funds for, or related to, housing projects and community developments.

Consequently, the Commission is in an advantageous position to evaluate whether a proposed project is likely to contribute to the ending or the growth of racially-isolated communities.

A Presidential Executive Order, effective April 1, 1971, issued through the Office of Management and Budget, Circular A95, requires federal agencies to notify state and local governmental bodies of applications for federal funding, to assure that the proposed projects are consistent with state and local planning and policies.

New Housing Director

Raymond W. Cartwright, Jr. became Director of the Commission's Housing Division on December 31, 1971.

Mr. Cartwright, a 1958 graduate of Otterbein College in Ohio, has been involved in community action and human relations programs since 1959. For the past five years he was the Supervisor of the Housing Division of the Philadelphia Commission on Human Relations.



Mr. Cartwright

Cartwright is responsible for originating and organizing statewide programs to prevent and eliminate discrimination in housing, to direct the implementation of these programs and to make continuing reviews to protect minority groups from being excluded from housing or neighborhoods.

Counter-Action

(Continued from Page 1)

fiscal 1970, but a year later the number had grown to 54.

Commission efforts have continued to end segregation in 25 school districts which had been cited for racial imbalance. Of these districts, 10 are under compliance action with the Commission and the other 15 are desegregating 135 schools, giving 65,000 pupils the advantages of education in a multi-racial and multi-ethnic atmosphere.

Commission staff investigated and assisted in the lessening of major racial tension in 26 local situations, as well as responding to over 100 incidents in which there was a potential for tension or civil disorder.

The report notes the protest and resistance of blacks and feminists to secure their right to full and equal opportunity and participation in jobs, housing, services, schools and government. The report concludes, "This is their right. They will settle for nothing less. And neither will this Commission."

Two Knocks On Any Door

The Commission has started a six-month program designed to identify and eliminate housing discrimination practices by the real estate and apartment industry in Pennsylvania.

Testing of these practices is being done by teams of staff members from each of the Commission's three regional offices. Each team is composed of one black and one white staff member who separately approach real estate and apartment rental agents as prospective buyers or renters.

Each person engaged in the testing program requests the same kind of housing accommodations and services. They give the same basic personal information as regards family structure, income, etc.

Instances of unequal treatment are subject to compliance action by the Commission. In situations in which a team of testers documents an area-wide pattern and practice of discrimination, Commission-initiated complaints may be filed against the area real estate boards or associations.

Those responsible for discrimination also will face possible suspension or revocation of their real estate licenses.

Commission Staff Strengthened

With federal funds supplied through the Emergency Employment Act, the Commission has had the services of 10 additional field investigators since December.

Three field investigators have been assigned to each of the three regional offices and one is working with the headquarters staff.

This strengthening of personnel has enabled the Commission to expand and intensify its compliance efforts, and to begin new programs, such as the housing testing program which is outlined in this report.

Although the funding is for a period of only one year, the Commission is hopeful that either the grant will be renewed or that some of the new investigators will have met state civil service requirements and become part of the Commission's regular staff.



Two staff members of the Allentown Human Relations Commission recently took part in a three-day staff training session conducted by the Pennsylvania Commission in Harrisburg. Pictured during a break in the lessons (left to right) are two officials of the State Commission: Howard L. Tucker, Jr., Director of Compliance, and Dolores Rozzi, Supervisor of the Harrisburg Regional Office, and the two human rights workers from Allentown: Juan Pizarro and Lindsay Crawford.

JUST HOW PREGNANT CAN YOU GET?

The State Department of Education joined in a petition for reconsideration of a Commonwealth Court decision that upheld the East Stroudsburg School District regulation that teachers must resign after the fifth month of pregnancy.

The specific case concerns Cheryl Cerra, a pregnant school teacher, who was dismissed in May 1970.

The petition states:

"This court was not informed of the position taken by the Department of Education concerning maternity regulations.

"We find that the School Board regulation requiring resignation by reason of pregnancy is invalid and any discharge of a teacher by reason of pregnancy is invalid and any discharge of a teacher by reason of her refusal to comply with said regulation is unwarranted.

"We recommend that school boards, now requiring resignation of pregnant teachers, amend said regulation in order to comply with the guidelines of the Human Relations Commission (on Sex Discrimination)."

The Commission's Guidelines provide that a pregnant woman may work as long as she is capable of performing the duties of the job, and the employ-

er may not set an arbitrary time by which a pregnant woman must cease working.

The Commonwealth Court denied the petition for reconsideration, but Ms. Cerra has filed an appeal of the decision with the State Supreme Court.

Commission Appeals Moose Lodge Ruling

The Commission is appealing the 4-3 decision of the Pennsylvania Superior Court that the Moose Lodge of Harrisburg may restrict guest privileges to whites only.

When the Human Relations Act became law, the state legislators explicitly permitted bonafide private clubs to give preferences to its own members. However it has been the constant policy of the Commission that this exemption applies only to members and not to guests of members. When a private club opens its facilities to guests then there can be no exclusion of certain guests based on their race, religion, etc.

The state Supreme Court is being asked to review and reverse the lower court's ruling.



Cooperative efforts to help employers engaged in affirmative action programs to hire more minority group persons and women grew out of a recent meeting between staff members of the Commission and the Bureau of Employment Security. Those taking part were (clockwise from man with hand on chin) John D. Davis, Chief, Equal Employment Opportunity, BES; Lucy O. Norton, Staff Assistant for Women's Programs, BES; Arthur Schwartz, Director, Placement and Technical Services, BES; and the following Commission staff: Miles C. Schaeffer, Assistant to the Director of Community Services; Elizabeth G. Henderson, Deputy Director; Joseph D. Smith, Jr., Director of Community Services; Homer C. Floyd, Executive Director; Roy Yaffe, Acting General Counsel, and (back to camera) Robert S. Englesberg, Assistant Counsel.

Promotion of Black Supervisor Ordered

The Commission has ordered the Fayette County Board of Assistance to appoint a black man to the position of Executive Director IV and to make the appointment and the corresponding increase in salary retroactive to February 11, 1971.

Tyler Davis of Uniontown, who has worked for the county board for 33 years—18 as a casework supervisor, had charged that the agency denied him the promotion because of his race.

Testimony at a public hearing in November revealed that Mr. Davis had the highest placement on the civil service list, longer agency and supervisory experience and better performance ratings than the successful candidate who is white.

Homer C. Floyd, the Commission's Executive Director, observed: "This case illustrates a new trend which the Commission is experiencing. Complaints of discrimination after the job entry stage are more than doubling those at the time of hiring."

Floyd added: "If a person can't move up with a job, it is a dead end job. The Commission must assure minorities and women that all the rungs of the employment ladder can be climbed, not merely certain ones."

Changes in Legal Counsel

Attorney S. Asher Winikoff, the Commission's General Counsel since December 1969, has resigned to devote full-time to the private practice of law in Pittsburgh.

Roy Yaffe, the Commission's Legal Counsel for its Philadelphia Office, has been designated as Acting General Counsel.

The Commission also named Attorney Robert Englesberg as Legal Counsel for the Harrisburg Regional Office.

Black Applicants Struggle Against Resistance

Commissioner Andrew G. Freeman told the Philadelphia Chapter of the Public Relations Society of America at its February luncheon program that there is "resistance" when minority people try to enter a work force or move up the employment ladder.

Mr. Freeman chided his audience, "Businessmen say they want to hire black employes, but you just don't want a black worker, you want a superblack."

He criticized tests of motivation and intelligence. "We're hamstrung by social-oriented tests that are based on background. The only way to know if a worker is any good is to find out on the job."

Commissioner Freeman warned against complacency because the black employment picture is improving. "Despite the progress, we were so far behind that we are still far behind."

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HARRISBURG, PENNSYLVANIA

Key School Ruling By State High Court

The State Supreme Court ruled on April 21, 1972 that the Harrisburg School District has every right to use busing as a means to achieve racial balance in its classrooms.

The Court, in its unanimous decision, also refused a petition of "Concerned Citizens of Harrisburg" for an injunction against the city district to end a school reorganization plan.

The Concerned Citizens contended that the plan should be barred because it eliminates or radically changes the pre-existing pattern of neighborhood schools.

The judges said simply: "We emphatically disagree."

The reorganization plan was developed by the city school board after the Commission found significant racial imbalance existed in the district's schools and directed that it be corrected.

The school used the occasion of ending segregation of students as the opportunity of centralizing and updating its educational facilities and programs.

The High Court stated: "It is patently clear that the burden of busing, along with the concomitant benefits of an improved education environment . . . is evenly distributed among all students."

Laws Pamphlet Reprinted

The Commission has a new printing of the laws it administers — the Pennsylvania Human Relations Act and the Pennsylvania Fair Educational Opportunities Act. This printing contains all amendments to the laws as of January 1972.

PENNSYLVANIA STATE LIBRARY
DOCUMENTS SECTION



More than 300 persons came to the Capitol to lobby against legislation that would prohibit the Commission from ordering the end of school segregation. They were members of the Pennsylvania Equal Rights Council, composed of civic, fraternal, religious and labor organizations. In the above picture some PERC members are seen crowded into the Governor's Reception Room.

Teams Testing Housing Discrimination In State

The team testing program to identify and eradicate discrimination practices in the real estate and apartment industries is in full-swing. The formation of the program was described in the Spring 1972 HUMAN RELATIONS REPORT. Daily and continuously, teams of black and white testers from the Commission's three regional offices are separately seeking rental or purchase of property and discovering whether or not each receives the same treatment.

The testers already have verified that blatant discrimination is not uncommon. For example, one white tester was told by a real estate agent that there were several houses and one

(Continued on Page 4)

Attorney To Head Employment Project

Elbert Guillory, Esq. of Newark, N.J., has been appointed to direct the Commission's Equal Employment Opportunity Commission project. The EEOC project is designed and geared to identify and eliminate systematic discrimination in major corporations. Mr. Guillory is a graduate of Rutgers University School of Law, where he taught until accepting the Commission's appointment. He has designed and developed enforcement procedures and programs for the New Jersey Division of Civil Rights in the areas of housing and employment.

AUG 9 1972

Commission's Role in Schools is in Peril

A national anti-school desegregation mood caught fire in Pennsylvania early this year when a group of "Concerned Citizens" from the Pittsburgh area began to lobby for HB 1717, which (in its original form) would take away the Commission's authority to act in cases of segregation or discrimination in schools.

The anti-desegregation theme has been presented under the aegis of the preservation of the neighborhood school and under the guise of opposition to busing of the young. Yet, we live at a time when educators are advocating and building centralized schools, and more than half the pupils in Pennsylvania are transported daily.

(Continued on Page 3)

Fined for Violating Commission Order

The operator of a beauty shop in McKeesport was fined \$100 and costs by the Allegheny County Criminal Court after pleading guilty to a charge that she violated an order of the Pennsylvania Human Relations Commission by refusing to serve black patrons.

The fine was imposed on Ms. Joan Woodring Sabo, owner of a McKeesport beauty salon.

The Commission's order against Ms. Sabo was issued following a ruling from a public hearing that she had violated the Human Relations Act by refusing to work on a black woman's hair because of her race.

Subsequently, the Commission sent two staff members—a white woman and a black woman—to test Ms. Sabo's compliance with the Commission's Order. When the white woman entered the shop she was offered her choice of several appointments. On the same day the black woman entered the shop, but she was told there were no openings for appointments.

Executive Director Homer C. Floyd commented, "This case is indicative of the Commission's determination to pursue all legal channels to guarantee to the citizens of the Commonwealth their constitutional rights."



Celmar Eaton (right) and Bonnie M. Jacoby each receive from Field Representative Tony Ulen checks for \$450 which were awarded for the "embarrassment, humiliation, pain, suffering and mental anguish" which they suffered as victims of housing discrimination. The Commission ordered the payments when testimony at a public hearing showed that a Lancaster landlord had rented an apartment to the two female roommates, but issued an eviction notice after learning that one was black.

Attorney General Orders End Of State Hiring Discrimination

Attorney General J. Shane Creamer issued an official opinion on May 4, 1972 which outlined for the Civil Service Commission its legal obligations to combat discrimination in state employment.

The opinion asks civil service to re-evaluate its job examination procedures and validate them in terms predictive of job performance ability.

The Attorney General said some regulations were more concerned with "paper credentials and artificial requirements."

"Our concerns are really two," Creamer said. "First, to end cultural and social as well as sex and racial discrimination. Second, to hire and promote more of those qualified men and women who may have been pass-

ed over for the wrong reasons in the past."

Creamer also called for affirmative hiring, "where and when it is necessary to help correct the present imbalance caused by past discrimination."

Commission Budget Proposed

Governor Milton J. Shapp has recommended to the Pennsylvania Legislature that the Commission have a budget of \$2,162,000. This is a \$732,000 increase over the 1971-72 budget and would provide the Commission with badly-needed staff.

Commission Role

(Continued from Page 2)

The situation is perilous for all students who are potential victims of discrimination. The Commission is in jeopardy of losing its right to function to secure fair and equal educational opportunities for primary and secondary school students.

As this crisis mounted, human rights leaders and organizations began to mobilize and speak out together against HB 1717.

The House on May 24, 1972 approved and sent to the Senate a "compromise" bill. HB 1069 would require written parental consent before a child enrolled in one school can be transported to another school.

The House of Representatives passed HB 1717 on June 13, 1972, after amending the bill to curtail the powers of the Commission in school segregation situations by:

a) establishing procedures which would impede prompt and decisive action by the Commission.

b) prohibiting the Commission from issuing an order which would result in a pupil being assigned to a school other than the one of the proper grade level nearest his home.

c) reducing the Commission's role in school desegregation to an advisory one.

As House Majority Leader K. Leroy Irvis so aptly commented, the amended bill took the teeth out of the Commission for ending segregated schooling.

Commission Orders that Teacher Be Rehired and Compensated

The Commission ordered Wilkesburg School District to rehire Ms. Novella Nichols, a black teacher, and to pay her \$250 to compensate her for discriminatory treatment.

Ms. Nichols filed a complaint with the Commission that a white teacher tore up three booklets entitled "Black History" which Ms. Nichols had prepared and issued to her students. After tensions rose between the two teachers, and the Wilkesburg School officials treated Ms. Nichols in a disparate



N.Y. Assemblyman Arthur Eve is seated with Dolores Rozzi and Tony Ulen of the Harrisburg Regional Office.

HB 1069 and HB 1717 are at this printing about to be considered by the Senate.

For the Commission the fundamental issue is that segregated schools have been declared unconstitutional and illegal. "Separate schools are inherently unequal," the U.S. Supreme Court has ruled.

The real question is: Can a school district adopt and canonize racially-segregated housing patterns? All youngsters in the Commonwealth — black or white—must live in a multi-racial world. Are they to be prepared for it by being educated in racial isolation?

Lesson from Attica

Black Assemblyman Arthur Eve of Buffalo, N.Y. spoke recently to the Harrisburg Regional and Headquarters Office staff. Mr. Eve was one of the observers at the Attica Prison riot.

Mr. Eve stressed the absolute necessity for Blacks and Puerto Ricans to be proportionately represented at every phase of law enforcement, from the patrolman to the judge.

He felt that the Attica riot never would have taken place if there had been a representative number of Blacks in the state police force which stormed the prison. There was not one.

Mr. Eve sees the necessity of a continuing effort to reshape public opinion and public conscience until Blacks and Puerto Ricans are also administering and enforcing justice.

Anti-Bias Class for Realty Brokers

Ray Cartwright, the Director of the Commission's Housing Division, requested and was granted the opportunity to present a class on the state's anti-discrimination laws in every real estate course in the Commonwealth licensed or approved by the Pennsylvania Real Estate Commission.

Arrangements are being made to begin by the Fall Semester such a class in all real estate courses.

Two Housing Cases Aired in Easton

In order to expedite the heavy backlog of public hearings it has ordered, the Commission scheduled two separate housing complaints for hearing on the same day—April 4—in Easton.

Patricia M. Rafferty, a white woman, testified that Dr. Carl Gaines had rented her an apartment, but then refused her because a black person was among those assisting her to move her furniture.



Mr. S. Thornton



Ms. Rafferty

In the other complaint, two black brothers—Willis and Sylvester Thornton—told the hearing panel they had phoned Mr. and Mrs. George Zaman-takis who advised them that an apartment was available. However, when they arrived to view the unit, they were told that it already was rented.

In both cases the respondents denied any discrimination.

The Commission will rule on the two complaints after the Hearing Commissioners review the transcript of the hearings and make a recommendation.

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Efforts Being Made In Legislature To Eliminate Discrimination Of State Licensees

Senate Bill 1379, introduced recently in the Legislature, would amend the rules for licensing employment agencies. Among the amendments are three which were recommended by Roy Yaffe, the Commission's Acting General Counsel: (a) applicants must be knowledgeable concerning relevant provisions of the PHR Act; (b) employment agents must display in their offices the Commission's Employment

Poster, and (c) if the agent does not cease a violation of the PHR Act, the agent is subject to fines up to \$500, as well as suspension or revocation of license.

The Real Estate Commission administers similar provisions in the licensing act for real estate brokers and salesmen. The other state licensing boards have no such safeguards against potential discrimination by licensees.

Affirmative Action Officer Named

Ms. Rosalie T. Potter of Philadelphia has become the first Affirmative Action Officer of the Pennsylvania Human Relations Commission.

Ms. Potter will assist the Commission in more effectively meeting its goals and time-tables for the hiring and upgrading of minority group persons and women at all levels of the Commission's own workforce.



Ms. Potter

According to Governor Milton J. Shapp's Executive Directive No. 21, every state agency must establish an affirmative action program to provide equal job opportunities for minority group persons and women.

Ms. Potter has been a member of the Commission staff for three years, serving as a Field Representative and then as the Education Specialist in the Philadelphia Regional Office.

Guidelines Available

The Commission has put into a new brochure two sets of guidelines to assist employers, employment agencies and labor organizations in understanding and complying with the state's anti-discrimination laws. The "Guidelines on Employee Selection Procedures" and the "Guidelines on Discrimination Because of Sex" had been published earlier in the Pennsylvania Bulletin.

Teams Testing

(Continued from Page 1)

apartment for rent that matched his request. He was shown two of them. The black tester made the same request minutes later but was informed that the real estate firm had been out of the rental business for years.

The Commission has started compliance procedures in situations uncovered in the team testing effort. More than 100 formal complaints are expected to be docketed.

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Commonwealth of Pennsylvania
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Human Relations Commission

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Vice Chairman

Dr. Robert Johnson Smith,
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PENNSYLVANIA Human Relations Report

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HARRISBURG, PENNSYLVANIA



Shown here is part of the large crowd of persons who attended the first session of the Commission's public hearing into charges of sex discrimination against Slippery Rock State College. Seated in front, left to right, are Joseph Pass, counsel for Slippery Rock, and Mark A. Senick and Jay H. Feldstein of the Commission's legal staff.

Same Dorm Rules For Both Sexes

Equal housing rules are in effect for men and women students at Slippery Rock State College as a result of an agreement announced during the second day of the Commission's public hearing in August into sex discrimination complaints against the College.

Under terms of the consent order and decree, Slippery Rock agreed that all residence halls maintained or supervised by the College will be governed by a uniform set of rules and regulations, and that all housing rules and regulations exclusively for women are rescinded.

The College also agreed to change its official records, make apologies, and compensate women students for any losses they might have suffered as

(Continued on Page 3)

Commission Monitors Flood Relief Work

In mid-August the Commission was awarded a grant of \$374,000 to monitor all flood recovery programs to guard against discrimination.

The Commission was authorized to monitor flood relief activities to assure that in all phases of the recovery program that there is compliance with both federal and state anti-discrimination laws, and to guarantee that the rights of minorities and women are protected.

With these new funds the Commission is employing temporary staff members to insure that persons who have already been victims of the disastrous flood are not victimized again by discrimination in the recovery program.

Court Backs Commission In Five Desegregation Rulings

The mid-August decision of the Commonwealth Court got to the roots of the problem—racial segregation in public schools is illegal and it is the function of the PHRC to stop it.

The 6 to 1 ruling upheld the basic thrust of desegregation orders against five school districts — Philadelphia, Pittsburgh, Uniontown Area, New Castle Area and New Kensington-Arnold, but remanded the cases to the Commission on technical grounds.

The court dismissed the arguments of the five appellants that the Commission had used standards that were arbitrary and capricious in determining what constitutes segregation of students; and that the Commission based its decisions on insufficient information and issued its orders without attempting to resolve the com-

plaints through conference and conciliation.

The judges held (a) that the Legislature gave the Commission jurisdiction in matters of school discrimination, as well as the authority to determine standards for identifying discrimination

(Continued on Page 2)

More Ready to Read

Harrisburg School District recently reported kindergartners show a 12 percent improvement in reading skills in the two years since the district integrated and reorganized its schools in compliance with a Commission directive. A school official stated that integration was a "significant factor" in the reading improvement."

NOV 1 1972

PENNSYLVANIA STATE LIBRARY
DOCUMENTS SECTION

NO Guests or ALL Guests at Private Clubs



The Commission's new compliance procedures were reviewed by Director of Compliance Howard L. Tucker, Jr. (third from right) and his staff as part of efforts to streamline and improve Commission programs.

Employment Complaints Filed By PHRC Against 85 Major Companies In State

By mid-August the Commission's Affirmative Enforcement Project had gathered momentum. Complaints were docketed against 85 large firms in Pennsylvania. This started the legal procedure to require the companies to take positive affirmative measures — as needed—to recruit, hire and train, so that minorities and women are employed and upgraded.

Initially, the Commission studied the reports of over 10,000 major companies concerning the race and sex of their employees and the number and kinds of jobs held by minorities and women. The list was refined to 500 for further analysis of the methods and standards used to select or advance employees. Finally, the Commission chose for compliance action the 85 employers with the greatest potential of job openings and whose plants were located in areas with a high concentration of Blacks and/or Spanish-speaking Americans.

In accord with the terms of the

federal grant, the race and sex composition of labor organizations was studied, and 15 unions also are to be named for similar compliance action.

Attorney Elbert L. Guillory I, the Director of the Commission's Project commented: "Wherever we find exclusion or under-employment of specific classes of people, we cannot wait for individuals, one by one, to file complaints, we have to attack massive job discrimination on a front broad enough and a level deep enough so that Blacks, Spanish-speaking Americans and women are actually employed at all kinds of jobs from maintenance to management."

Court Backs Commission—

(Continued from Page 1)

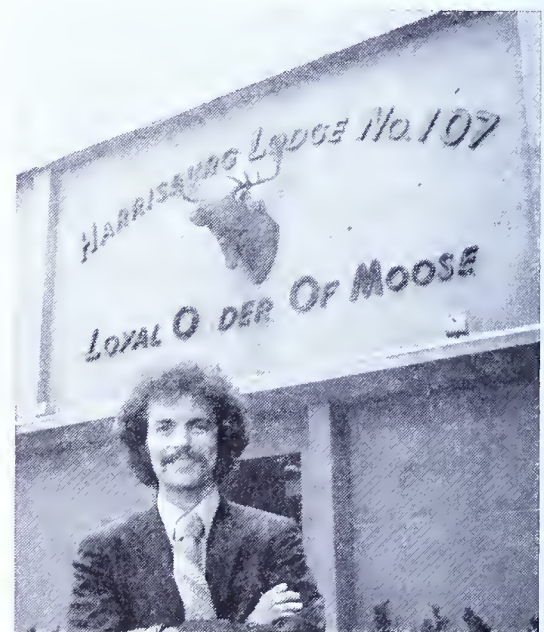
and (b) that the Commission acted within that jurisdiction and authority, forbidding the five schools to separate Black and white students from each other.

The Commission's persistent determination that Blacks must be free from the peril of insult and discrimination when they enter private clubs as guests of members finally paid off.

The State Supreme Court ruled on July 31, 1972 that Harrisburg Moose Lodge No. 107 violated the PHR Act when it refused dining room service to Representative K. Leroy Irvis, when he accompanied a member to the Club.

Despite two adverse rulings by lower courts, the Commission held firmly to its policy that any time a private club opens its facilities to the guests of members, it is then a place of public accommodation as regards those guests, and is subject to Pennsylvania's anti-discrimination laws. In the state's highest court the Commission's position was affirmed.

The Commission has received assurance of cooperation from the Corporation Bureau of the Department of State and from the Liquor Control Board in identifying private clubs. Preliminary plans have been made to monitor and review treatment of guests to assure that private clubs are in compliance with the law.



Acting General Counsel Roy Yaffe who successfully argued the Commission's case against Moose Lodge 107 before the Pennsylvania Supreme Court, is shown in front of the Lodge's building in Harrisburg.

141 Fail Housing Non-Bias Tests

If you happen to be a white person your chances of obtaining the sale or rental of housing in Pennsylvania are more than twice as good as those of a minority group person.

This conclusion is drawn from a six-month team testing program conducted by Commission staff members and specially-trained personnel from 17 volunteer organizations.

As a result of these tests, the Commission has initiated complaints with prima facie evidence of racial discrimination against 141 of the most blatant offenders.

These real estate agencies and agents are required to cease and desist from all discriminatory practices, and must make specific across-the-board changes in their methods of processing and qualifying applicants to guarantee equal and fair housing opportunities to everyone.

After confidential efforts to settle some complaints proved unsuccessful, the Commission approved public hearings for 18 of the charges against members of the real estate industry. This action set in motion the legal mechanism through which the Commission can enforce the law.

Same Dorm Rules—

(Continued from Page 1)

a result of expulsion from the College for infractions of any discriminatory housing rules and regulations since July 9, 1969, the date on which the sex provisions of the State Human Relations Act became law.

Testimony also was heard in the complaints of two Slippery Rock faculty members who complained of sex discrimination in connection with their employment. They are Dr. Elizabeth R. Curry and Dolores Baracano Schmidt.

Two additional days of hearing were scheduled for late September to hear testimony in a complaint by Dr. Ronnalie Howard, a former faculty member, that Slippery Rock's policies and practices in the employment of professional and administrative staff members discriminate against women as a class, because of their sex.



Coordination of the State's efforts to resolve tension situations was the focus of a workshop held August 16th at the Capitol Campus of Pennsylvania State University. Panel members from participating State agencies, left to right, are Joseph D. Smith, Jr., Director of Community Services, Human Relations Commission; Jeanne Brooker, Acting Director of the Division of Intergroup and Civil Rights Education, Department of Education; James N. Wade, Deputy Secretary of the Department of Community Affairs, who chairs the committee; Major Michael Donahoe, Director of the Bureau of Community Services of the State Police, and Barry Kohn, who heads the Community Advocate Unit of the Justice Department.

Racial Separation Likely, PHRC Orders Halt To Housing Construction

The Commission ordered a halt to construction of a public housing project in Williamsport until provisions are made to insure that the racial composition of this and another project already completed reasonably reflects the race of area persons who are eligible and have applied for public housing.

The order followed a public hearing of a Commission complaint that the City of Williamsport, its Planning Commission and Housing Authority and a private contractor, the Penn State Construction, Inc., planned and approved unequal site locations, unit sizes and tenant selection policies on two public housing projects with the "natural and probable consequence" that one would be a predominately white project and the other a predominantly Black project.

The Commission found that the Roundhouse project is to be located in an area which contains 85 percent of the Black population of Williamsport, and the Newberry project in an all-white neighborhood.

Chairman E. E. Smith, who presided at the public hearing commented, "The Commission will not wait until housing segregation takes place, but will act to preclude it. We have adopted an action-policy to prevent the erection of buildings and the development

of communities which give evidence that they will result in the racial separation of residents."

Desegregated Housing = Integrated Schooling

The Commission has ordered Chester Housing Authority to end racial separation in its 4 projects, and to do so in a manner that will facilitate desegregation in the Chester Schools.

The order resulted from testimony at a public hearing which showed that 2 of the authority's projects were 100% Black and another 100% white and a fourth was almost all Black; and that this separation of tenants had fostered racial segregation in the public schools.

The Commission required the Chester Housing Authority to reverse its past practice of segregating tenants on the basis of race. Until the present segregation is eliminated, Black applicants must be assigned to the white project and white applicants to the Black projects.

The housing authority was directed to confer with the Chester School Board and draft a priority selection plan for the placement of tenants with school age children to expedite school desegregation.



Jerrold Cohen of York (right) received a check from Commission Representative Bill Jones to compensate him for back wages, including a pay raise that he would have received had he been promoted to store manager. According to the terms of a consent order, Mr. Cohen was awarded \$1,170. He had filed a complaint against a food store chain that he had been denied upgrading because of his Jewish religion.

Commission Starts Contract Compliance Action

Early in July the Governor's Task Force on Human Rights recommended that the Commission develop and maintain a "Contract Compliance" system for the state. On July 27th Attorney Charles L. Duncan of Philadelphia assumed the duties of the Commission's Contract Compliance Officer.

Contract Compliance requires that employers or persons who sell goods

or services to a state agency, board or commission to:

- (a) comply with the state's anti-discrimination laws.
- (b) in cases in which minorities and/or women are not employed or work only in certain levels of employment, to make affirmative positive efforts to correct this situation.

If there is not compliance, the contract may not be granted; and if granted could be rescinded.

More Blacks Jobless

The U.S. Labor Department unemployment statistics for white workers was 4.5% in 1970, 5.4% in 1971 and 5.2% in 1972; and for Black workers 8.2%, 9.9% and 10.2% in the same years.

Appeal Ad Ruling

The Pittsburgh Press announced that it would appeal to the U.S. Supreme Court the decision of the Pennsylvania Supreme Court that the Press must stop using sex-segregated job ads.

Ability Available -- Jobs Are Closed

For the past couple of years the Commission has assisted employers and labor organizations to increase the number of minority and women workers by setting specific numerical hiring goals.

These figures are not fixed levels that must be attained. They are targets that a company and union in good faith must shoot for.

It remains a hard fact that some companies over the years have perpetuated recruiting and hiring practices which have resulted in a zero or token number of minorities and women being employed, or at least in the higher-paying and decision-making positions.

Without detouring from the traditional path of measuring a person's fitness for the job on the basis of ability, the Commission is determined that past practices must change, and that Blacks, Spanish-Speaking Americans and women will have a full opportunity to have their ability measured and used wherever jobs exist.

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1973-

PENNSYLVANIA Human Relations Report

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HARRISBURG, PENNSYLVANIA

Attention

This issue of the HRR reviews the problem of school segregation and the efforts of the Commission to end the problem.

It Adds Up Right

Twenty school districts in Pennsylvania are now desegregating pupils according to plans fully or partially approved by the Commission. A total of 78,076 children are attending schools which have been changed from being racially segregated to integrated.

To Bus or Not To Bus Is Not The Question

It is time to set the record straight on school desegregation and busing, and to urge that citizens, educators and leaders at all levels of government deal with the real issues in education and race relations in Pennsylvania.

The constant references to so-called "massive busing" or "forced busing" have caused many people to believe that a great number of children are being bused for desegregation purposes. The truth is quite the contrary. In the 20 school districts in which desegregation is being carried out in Pennsylvania only 8,127 additional pupils are being bused for desegregation purposes.

In Pennsylvania, based on last year's figures, 1,291,032 pupils (54.4%) are being bused daily to public schools, and an additional 73,016 pupils are being transported on public school buses to non-public schools every day. The 8,127 pupils being bused to help desegregate schools are less than 2/3 of 1 percent of this total.

In these 20 school districts the 8,127 pupils represent only 15 percent of the total of 54,533 public school pupils being bused for all purposes in these districts.

Busing is simply one method of desegregating those pupils whose unlawful-
(Continued on Page 4)

Deputy Director Elizabeth G. Henderson Retires

Elizabeth G. Henderson retired on December 27, 1972.

She was an original staff member when the Commission was formed in 1956. Since 1969 she has been Deputy Director. For the 8 previous years she directed the Commission's compliance procedures.

Her contributions to the development of techniques of uncovering evidence of discrimination and her insistence that staff always obtain verified facts in investigating complaints will have an endless impact on the Commission's operation. Elizabeth's imprint on the character of the Commission is indelible.

All staff will miss her sound seasoned approach to the problems of discrimination and her insights into the processes by which it can be prevented or eliminated.

Ms. Elizabeth G. Henderson will be missed because she is a beautiful person.



Retiring Deputy Director Elizabeth G. Henderson holds a certificate from Governor Milton J. Shapp commending her for her years of service in state government and especially her work in the cause of human relations; and a plaque from her co-workers recognizing her leadership and contributions in the advancement of human rights.

'Education Offered Pupils in Substantially

Struggle Continues to Prevent De Facto 'Jim Crow' Laws

During the 1971-72 sessions of the Pennsylvania Legislature the authority of the Commission to act against segregated education was often in peril. However, when the General Assembly adjourned the Commission's jurisdiction in school situations was neither lost nor lessened.

Nine different bills were proposed in the Legislature to remove the Commission's authority to end school segregation or to restrict the methods by which it could be accomplished.

The particular bill which drew the most attention and made the greatest progress in the Legislature was H.B. 1717.

As originally introduced, H.B. 1717 deleted schools from the list of places of public accommodation which are bound by the state's anti-discrimination laws. It underwent a variety of amendments and additions. In its final form, H.B. 1717 designated the school district itself, which maintained the segregated schools, to resolve the problem with a voluntary program, and allowed the Commission to act only in an advisory capacity.

The Commission appreciates the sustained resistance of human rights supporters to such Legislation. Their efforts kept school doors open to quality integrated education.

Executive Director Homer C. Floyd called for "continued concern of people for people."

"The prospects for the 1973 session of the Legislature are somber. Bills similar to House Bill 1717 very likely will be introduced in both the House and Senate early in the new session."

"The sustained efforts of human rights supporters will be needed to prevent the passage of destructive legislation. In point of time, we are living in a period much like the late 1800s when the adoption of Jim Crow laws nullified much of the effect of the 13th, 14th and 15th Amendments

to the U.S. Constitution. We need to work harder ourselves to prevent a repetition of that shameful episode, and we need to do more to educate our friends and neighbors to a better understanding of the necessity for continued progress in the field of civil rights."

"The denial of equal employment, housing and public accommodation opportunities because of discrimination, and the consequent failure to utilize the productive capacities of individuals to their fullest extent, deprives large segments of the population of the Commonwealth of earnings necessary to maintain decent standards of living, necessitates their resort to public relief and intensifies group conflicts, thereby resulting in grave injury to the public health and welfare, compels many individuals to live in dwellings which are substandard, unhealthful and overcrowded, **resulting in racial segregation in public schools** and other community facilities, juvenile delinquency and other evils, thereby threatening the peace, health, safety and general welfare of the Commonwealth and its inhabitants."

—Declaration of Policy
Pennsylvania Legislature
PHR Act, 1961

Help Wanted, Help Given

To school districts preparing or implementing school desegregation plans, the Commission and Department of Education offer their own resources and assistance. They also make available the services of expert consultants and other school officials who have already successfully designed and carried out school desegregation plans.

A Chronology of School Desegregation in State

1954 The U.S. Supreme Court declared racially-segregated schools were inherently unequal and unconstitutional.

1961 The PHR Act authorized the Commission to enforce the state's civil rights laws against discrimination and segregation in schools.

1964 The Commission issued to the Chester School District an order to submit a plan and schedule for ending its racially-segregated schools.

1967 The Pennsylvania Supreme Court upheld the Commission's school desegregation authority and its order to the Chester School District.

1968 Together with the Department of Education, the Commission requested the 17 school districts having school buildings with at least 80% Black enrollment to submit plans and timetables to end segregation in their schools. 13 school districts did so.

1970 Together with the Department of Education, the Commission requested the 8 school districts having school buildings with 50% or more Black enrollment to submit plans to end their racial segregation. 3 districts did so.

1970-71 The Commission started compliance procedures against the other 9 school districts. Three agreed to act to comply with the law.

1971 The Pennsylvania Supreme Court upheld the Commission's authority to order the correction of de facto desegregation in schools, as the court denied an injunction sought by a citizen group to prevent the desegregation of the Harrisburg schools.

1971 After public hearings the Commission issued orders against 6 school districts, requiring them to submit the previously-requested plans and schedules for ending racially-segregated schools. Five districts Philadelphia, Pittsburgh, New Castle Area, New Kensington-

(Continued on Page 4)

All-Negro Schools is Inherently Inferior'

Checklist For Equality And Quality Education

The Commission and the Department of Education have prepared a checklist to assist school districts in evaluating the thoroughness and effectiveness of their plans to end segregated schools. Does the desegregation plan:

(1) Indicate the projected racial composition of schools and attendance areas? Composition of the total staff of each building as of the completion dates of each step?

(2) Identify the location of proposed school building construction sites?

(3) Bring the per cent of Negro pupils in each building to within 30 per cent of the per cent Negro pupils among the buildings of the same grade span? Or how near to it?

(4) Include procedures to affirmatively and effectively recruit and assign an integrated staff at all levels for all schools?

(5) Correct any untoward concentrations of professional or non-professional Negro staff in any buildings?

(6) Equally match the services of its professional staff and program with the educational needs of each school building?

(7) Include plans for in-service training of staff?

(8) Include steps to include inter-group education programming and the inclusion of the contributions of Negroes and other racial and ethnic groups in the history courses about Pennsylvania and the United States?

(9) Include a timetable? Are these dates as early as possible?

(10) Indicate involvement of the community?

(11) Is the desegregation plan consistent with the long-range developmental plan submitted to the Department of Education?

The Commission also requires that the plan does not place an undue share of participation in reassignment or transportation on one racial group; and that the plan avoids transporting

Pennsylvania Courts On School Segregation

Supreme Court — PHRC vs. Chester Schools, 1967.

"There can be no doubt that the education offered in all Negro or substantially all-Negro schools is inherently inferior to that offered in integrated schools."

"The Commission's handling of the instant case (Chester) illustrates its acute awareness of the complexities involved in the desegregation of a school system."

"The way to attack discrimination in housing and employment may be to begin with a program of quality integrated education."

Supreme Court — Concerned Citizens vs. Harrisburg Schools, 1971.

"The Human Relations Commission is well within its right in ordering that steps be taken to eliminate racial segregation found to exist in the student population of any school district."

"Bus transportation has been an integral part of the public school system for years and was perhaps the single most important factor in the transition from the one-room school house to the consolidated school. The court found no basis for holding that the local school authorities may not be required to employ bus transportation as one tool of school desegregation."

Commonwealth Court — 5 School Districts vs. PHRC, 1972.

"The PHRC has the authority to order busing to correct de facto segregation."

pupils for distances or lengths of time that risk their health or significantly impinge on their education process.

Pennsylvania Supreme Court 1967

Educators Applaud PHRC and School Desegregation

Dr. David H. Porter, Superintendent of the Harrisburg schools and Dr. Harry R. Faulk, Superintendent of the McKeesport schools, testified before the U.S. Senate Select Committee on Equal Education Opportunity on the Commission's role in the desegregation of their respective school districts. These are excerpts from their testimony.

Dr. Porter:

"The mandate from the State Human Relations Commission to eliminate de facto segregation, though castigated by many, may well have been precisely the right thing at the right time. . . .

"The change has been dramatic. Walk into an Early Childhood Center or an Elementary school and look at the faces, hear the sounds, watch the kids at work and play. . . .

"We know that the system is working because we live with it every day."

Dr. Faulk:

"No one can deny that if the Pennsylvania Human Relations Commission had not directed the McKeesport Area School District to bring about racial balance in its schools, nothing would have been done. It was too easy to maintain the status quo. . . .

"Education has improved for both white and Black students as a result of the racial balance program. . . .

"Our test results show that the achievement of the white students did not suffer as a result of racially balancing the schools."

"The Black students in an integrated school had an average achievement of over nine months in a school year as compared to an average achievement of six months in a school year in a predominantly Black school."

Dialing Harrisburg Office?

A new telephone number is in effect for our Harrisburg Regional Office.

The new number is (717) 787-9780.

Orders To Five School Districts Updated

The Commission served Amended Final Orders on the Philadelphia, Pittsburgh, New Castle Area, New Kensington-Arnold and Uniontown Area School Districts, moving forward one year the various timetables set for implementing desegregation plans.

The Commission acted to compensate for the year or more that each of the original orders was in the Court on appeal. The Commonwealth Court upheld the basic substance of the Commission's pupil desegregation orders.

According to the amended orders, each district must submit plans by January 2, 1973 to effectively end racially separate education.

To Bus or Not —

(Continued from Page 1)

ful status cannot be corrected by other methods such as changing school attendance boundaries, pairing schools, relocating new school buildings, or creating educational parks.

The Pennsylvania Human Relations Commission never has expressed any preference for busing as a desegregation method and has, in fact, forbidden schools to bus pupils for lengths of time or distances that would risk their health or significantly impinge on their educational process. The propaganda about children "being forced to ride buses for hours" is untrue.

A Chronology —

(Continued from Page 2)

Arnold, and Uniontown Area appealed these orders to the courts. The Erie District signed a consent order approved by the Commonwealth Court.

1972 The Pennsylvania Commonwealth Court upheld the Commission's orders, requiring the five schools to desegregate student bodies.

Ms van Vuuren Resigns

Best wishes to Nancy van Vuuren who resigned her position as the Commission's Director of Research on November 15th, to assume a new post with Public Research Interest in Pittsburgh, one of 20 such groups across the country which work in cooperation with Ralph Nader projects.

Philadelphia and Pittsburgh must complete desegregation of its elementary schools by September 1975 and of all other schools by September 1973.

New Castle, Uniontown and New Kensington-Arnold must end all racially-imbalanced schools by September 1973. The latter 3 districts have appealed their cases to the Pennsylvania Supreme Court.

Following are excerpts from some of the many statements submitted to Legislators in opposition to H.B. 1717 and in support of school desegregation.

The infection of false superiority and false inferiority accompanies segregation. Separate schools are undemocratic, and democratic values cannot be really taught in them.

— *Fellowship Commission of Philadelphia*

Because of racist practices in the real estate market Negro residential expansion necessarily remains near the edge of massive all-Negro concentrations. This de facto residential segregation is linked to school segregation by the neighborhood school principle.

— *Pennsylvania Equal Rights Council*

Fear and fanaticism have too long clouded the minds and hearts of white Americans and stunted the growth of Black Americans. Equal and quality education is the key that will unlock the doors to a better society.

— *Allegheny-Kiski Valley NAACP*

Americans of goodwill must oppose the increasing trend toward segregation in the nation's public schools if we are to stem the tide of ethnic polarization and inferior education for Black children.

— *Educational Equality League*

If we take the position that we cannot solve the problems of bigotry and hate among young people, then there is little hope of solving them.

— *United Steelworkers of America*

No child by virtue of the color of his skin, the financial status of his parents or the neighborhood in which he lives should be confined to a sub-standard school. Too many children are now so confined. H.B. 1717 would make this confinement more permanent.

— *Pennsylvania Catholic Conference*

U.S. Supreme Court Upholds Commission

The United States Supreme Court unanimously upheld a Commission Order forbidding a private club to discriminate against Black guests.

The Commission had ruled that because Moose Lodge 107 of Harrisburg opened its facilities to guests, it becomes a "place of public accommodations" as regards those guests and is subject to the state's anti-discrimination laws.

The Pennsylvania Supreme Court affirmed the Commission's ruling. Now the highest court of the land has rejected the Moose's appeal of the state court decision.

The case resulted after Representative K. Leroy Irvis was refused service in the Harrisburg Moose Dining Room, when he accompanied a member to the club.

The Commission is developing a procedure to assure that the guest policies and practices of all private clubs in Pennsylvania are in compliance with the law.

PENNSYLVANIA Human Relations Report

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Commonwealth of Pennsylvania
Milton J. Shapp, Governor

Human Relations Commission

E. E. Smith, Chairman
Joseph X. Yaffe, Esq.,

Vice Chairman

Dr. Robert Johnson Smith,
Secretary

Emily Sunstein

Assistant Secretary

Alvin E. Echols, Jr., Esq.

Andrew G. Freeman

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Doris Leader

Elizabeth M. Scott

John P. Wisniewski

Homer C. Floyd, Executive Director

APR 17 1973

PENNSYLVANIA

Human Relations Report

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SPRING, 1973

HARRISBURG, PENNSYLVANIA

PHRC Enlisting Realtor Boards

The Commission and the Greater Pittsburgh Board of Realtors have joined in a positive program to attack discrimination and achieve open housing.

The agreement spelling out this cooperative effort is considered the first of its kind between a state human rights unit and a realty board.

Commission Executive Director Homer C. Floyd emphasized at the signing that: "Many realtors have the same concern as our agency. It is time that we began to work together to achieve our common goals."

Daniel C. Smith, the President of the Pittsburgh Board, pointed out that "discrimination is bad business and our profession can well afford to eliminate the Archie Bunkers among us."

The voluntary agreement will require that realtors in the Pittsburgh Area institute a set of uniform office procedures, uniform rental application forms, and uniform criteria for the evaluation of rental applications. These uniform procedures are designed to guarantee that all apartment seekers who visit a realtor's office will receive the same information on available rentals and will have an equal opportunity to rent the apartment of their choice.

The Board also agreed to take disciplinary action against real estate brokers who violate the civil rights laws, including the referral of offenders to the State Real Estate Commission for suspension or revocation of licenses.

The initial agreement may have a chain reaction. The Commission has been conferring with three other local

(Continued on Page 4)



An agreement signed December 27th binds the Greater Pittsburgh Board of Realtors and the Commission to work together for Fair Housing. Commissioners Elizabeth M. Scott and John P. Wisniewski are seen with Daniel C. Smith, President of the Board, and Commission Executive Director Homer C. Floyd who are holding the document.

Majority Rules — or Takes Over!

Public hearings were held March 1 and 2 in Pittsburgh on proposed Senate Bill 100 which provides for a referendum to elect 11 members of the Pittsburgh School Board (they are

currently city-wide appointees by the Judges of the Court of Common Pleas). They would be elected from 11 specific geographic divisions in the city with population ranges of 46,000 to 50,000. The Mayor would then appoint four more members with the majority approval of the city council.

Blacks constitute over 40% of Pittsburgh public school enrollment but only 21% of the city population.

As the 11 districts have been proposed for division, Blacks constitute 73.5% and 62.5% of the citizens in two districts, and the percentage then drops down to 29.5% and keeps falling.

Commission Executive Director
(Continued on Page 4)

Attention

This issue of the HUMAN RELATIONS REPORT will emphasize the Commission's enforcement of the state's fair housing laws, and its cooperative efforts with the real estate industry to insure that women and minorities have equal access to every neighborhood and a fair opportunity to buy or lease any available housing.

Stronger Struggle For Fair Housing

The Commission has intensified its attack on housing discrimination in the past year. Docketed complaints have more than doubled and the Commission has initiated half of them.

Until last year housing cases averaged 150 annually, but in 1972 there were 304 complaints — 152 filed by individuals and 152 by the Commission.

Further, all 152 Commission-initiated complaints were the result of positive programs to detect and eliminate patterns and practices which result in minorities and women having less opportunities and inferior treatment in the purchase or rental of a place to live.

As in employment and education, the Commission actively sought out the problems of bias and injustice in housing and brought the full force of the law to correct them.

In two out of three housing cases—apart from complaints withdrawn—the Commission has found in favor of the complainant.

The Commission has made strong advances against housing discrimination in the past year and expects to accelerate its progress.

Chronology of Housing Law

The basic Pennsylvania law prohibiting discrimination in housing was enacted in February 1961. It was amended in August 1967 to forbid discrimination against blind persons because they use guide dogs and in July 1969 to forbid sex discrimination.

The law applies to all housing that is for sale, but exempts from the rental provisions a two-family house that is occupied by the owner or lessee.

Man of the Year

Bill Jones, a Commission Field Representative in the Harrisburg Regional Office, has been named the City's OUTSTANDING YOUNG MAN OF THE YEAR by the Harrisburg Jaycees.

Commission Acts to Make Public Housing, Open Housing

The Commission has engaged in a steady struggle to end Black and white projects and to make public housing fair and open housing.

When the Commission was authorized to eliminate housing discrimination in 1961, public housing was already entrenched in racial isolation.

12 of the 56 public housing authorities in the state have had formal complaints filed against them. As this HUMAN RELATIONS REPORT goes to press, the Commission's complaints against the Chester and Williamsport Housing Authorities are being adjudicated in the Commonwealth Court.

The system which results in racially-segregated projects has been under legal attack from the Pennsylvania Human Relations Commission. The Commission challenged the U.S. De-

partment of Housing and Urban Development's guidelines for tenant selection, which allows an applicant choices on three apartments — of a size equal to the family needs — before returning to the bottom of the waiting list.

Local housing authorities have been required to:

- (a) Adopt a one-choice policy.
- (b) Establish minimum goals of integrated housing projects.
- (c) Assign Black applicants to predominantly white projects and whites to Black projects, until that goal is achieved.
- (d) Pay expenses of Black residents of Black projects who choose to transfer to white projects (and visa versa) until that goal is achieved.
- (e) Adopt positive programs to assure fairness and equal opportunity in employment and services.

The Commission is determined to root out the causes of discrimination in existing public housing and to prevent it in planned projects. The cases now being considered by the Court point up this intent.

The Chester Housing Authority has appealed a Commission order to desegregate its projects, and to do so in such a manner that it will facilitate the desegregation of the public schools.

In the Williamsport case, the Commission asked the Commonwealth Court on January 19, 1973 to enforce its order to stop the Housing Authority and its contractor from building an inner city project, in order to prevent probable discrimination and segregation in that project.

At March 1, 1973, the hearing had been recessed. However, there is a halt to the construction and the Commission is conferring with the respondents to settle the matter.

The Commission withdrew another court enforcement petition when the Johnstown Housing Authority established proper procedures and began to make regular and substantial progress in desegregating its projects and paid moving expenses for previously-segregated tenants.

Fair Housing Laws

In Pennsylvania housing discrimination is illegal.

According to the Human Relations Act, it is against the law to:

- (1) Deny housing accommodations to any person because of the race, color, religion, sex, ancestry, or national origin of such person, or to a blind person because of the use of a guide dog.
- (2) Refuse to lend money to acquire, construct, repair or maintain housing because of the race, color, religion, sex, ancestry or national origin of the owner, prospective owner, occupant or user.
- (3) Discriminate against any person because of race, color, religion, sex, ancestry or national origin in the terms, conditions or privileges of housing accommodations or in the furnishing of facilities or services in connection therewith.

Housing Bias Remedies Made Firm and Costly

In 1972 the Commission beefed up remedies in complaints of housing discrimination to prevent its recurrence.

The Commission adopted a policy of requiring respondents to repay complainants "out-of-pocket" expenses resulting from the discriminatory incidents, as well as for the humiliation and mental anguish suffered.

In 1972 respondents were assessed over \$15,000 in compensatory damages to be paid to complainants in housing cases. It always has been a cruel thing to discriminate against a person in search of a place to live; now it has become costly as well.

The Commission has also developed solid safeguards to assure that a respondent will give to all future clients equal opportunity in the sale or rental of housing. Besides the order to cease and desist from all discriminatory practices, specific steps must be taken to assure its implementation.

The respondent must:

- Give definite instructions to all employees of a non-discriminatory policy, indicating that a violation could mean a dismissal.
- All brochures and advertising must note "Equal Opportunity Housing."
- Adopt a uniform application procedure and objective criteria for qualifying applicants.
- Display a unified updated list of available vacancies.
- Maintain all applications which shall include the race of the applicant, the size and kind of apartment sought; if any applicant is rejected, the reason for rejection. These applications shall be reviewed periodically by the Commission.
- Develop an affirmative action waiting list of minority group applicants who have qualified; and for a specific length of time give them prime opportunity to buy or rent the property.
- Report periodically to the Commission all vacancies, all minority applicants, and if not accepted, the reason for rejection.

Hearing Discloses Commission Drive Against Housing Bias

Five Montgomery County real estate firms were asked to explain why a Black person and a white person who came separately to their respective offices did not receive the same housing opportunities, although they sought the same kind of housing.

The explanations were requested at a recent Commission public hearing in Norristown of complaints that the 5 real estate companies had engaged in discriminatory housing practices.

In each case testimony was given by two Commission staff members Ms. Margaret Mitchell, who is Black, and Gerard Rugel, who is white. They were assigned to test whether discrimination was being practiced by real estate companies and apartment complexes. They told how they posed as applicants with similar economic and family qualifications and identical housing needs. They related that they entered — within minutes of each other — the housing agents' offices, made their requests, but received contrasting responses.

New General Counsel

Sanford Kahn, Esq., of Philadelphia is the Commission's new General Counsel.

Since obtaining his degree from Temple University School of Law in 1963, Mr. Kahn served as Assistant Director of the Washington Office of the American Civil Liberties Union and as a trial attorney for the Defenders' Association in Philadelphia. He has engaged in private law practice since 1968 in Philadelphia.

Attorney Kahn will direct and coordinate the efforts of a staff of attorneys to give legal assistance to the Commission in the enforcement of the PHR Act to prevent and eliminate the injustices of discrimination, and in the positive application of that law as an instrument of social change.



Atty. Kahn

In 4 of the cases at the Norristown hearing, the rental agents who were involved contended inability to remember the incidents. The fifth firm, while denying any violation of the PHR Act, did admit that the two Commission staff members had applied for housing.

Commission Housing Director Ray Cartwright, who originated the statewide testing program, told the hearing panel that in almost all of the cases where disparate treatment occurred, it was the minority person that was told housing was not available.

Since the testing program began in January 1972, unequal treatment took place in 60 percent of the rental offices across the state visited by the testers. These incidents have led to 141 formal complaints.

A majority of the cases are either in the process of conciliation or are adjusted. However, the Commission has approved public hearings of 30 complaints which have not been settled through conference and persuasion.

Mr. Cartwright pointed out that the Commission is actively seeking out the "who, what, where and how of discrimination in housing."

"We are especially trying to identify and eradicate the causes of the greatest discrimination and the most damage," he said.

"We cannot wait until a complainant comes knocking at our doors," Cartwright said. "We have to find out where the major problems are located and knock at these doors. Sometimes, as in the testing program, we knock twice."

Advisory Council Member, Attorney Kaminsky, Dies

Harold Kaminsky, Esq., a member of the Johnstown Advisory Council since 1965, died on January 29, 1973 at the age of 69. He had been past president of the Johnstown B'nai B'rith, Assistant District Attorney of Cambria County and a life-long advocate for civil and human rights.

Mandatory Year Maternity Leave Ruled Sex Discrimination

The Carmichaels Area School District has been ordered to pay \$5,175 in back wages to a teacher whom it required to take a full year's maternity leave.

The Commission ruled that the school district violated the sex provisions of the PHR Act by refusing Ms. Judith Ann Ricco a three-month childbirth leave.



Ms. Ricco

The Commission concluded that the School had acted on the basis of general assumptions about a given sex and had not considered Ms. Ricco as an individual who after three months was in fact capable of performing the functions and duties of her job.

The \$5,175 represents the amount of money Ms. Ricco would have earned had she been reinstated after a 3-month leave.

The Carmichaels Area School Board has appealed the Commission Order to the Commonwealth Court. This was the 7th childbirth leave case processed by the Commission in 1972 in which the woman was reinstated in her job. In 6 of the 10 cases handled there was monetary compensation which amounted to \$9,538.73.

The Commission through its Guidelines on Sex Discrimination directs employers to grant a reasonable period of time for childbirth and prohibits them from setting any arbitrary limits when such employees must leave before childbirth or when they must return.

The Commission had a favorable Pennsylvania Supreme Court decision on January 19, 1973 in a similar civil suit charging sex discrimination.

Ms. Cheryl Cerra sued the East Stroudsburg School District because she had been fired after she refused to resign in the 5th month of her pregnancy. The Court said: "Pregnant women are singled out and placed in a class to their disadvantage, they are discharged from their employment on the basis of a physical condition peculiar to their sex. This is discrimination pure and simple. We have no hesitancy in reaching the conclusion the Board's action was violative of the PHR Act."

PHRC Enlisting —

(Continued from Page 1)

boards of Realtors concerning the adoption of a Pittsburgh style pact.

Also, at the April meeting of the Pennsylvania Realtors Association, the agenda will include a discussion on the adoption of a statewide similar agreement with the Commission.

Six Commissioners For Reappointment

At the start of the 1973-74 legislative term Governor Milton Shapp "nominated for the advice and consent of the Senate" the following Commissioners for reappointment to the Commission:

Alvin E. Echols, Jr., of Philadelphia
Andrew G. Freeman of Philadelphia
Doris M. Leader of York
Emily W. Sunstein of Philadelphia
Elizabeth M. Scott of Pittsburgh
John P. Wisniewski of Pittsburgh

Zoning Togetherness

The Commission works with zoning boards to eliminate regulations which tend to divide people and to encourage those which bring people together.

Recently in two communities, zoning barriers to low income integrated housing were removed, and in two other predominantly Black communities the residents were spared traffic hazards and unwanted waste disposal area when the Commission worked to seek the amendment of zoning decisions.

Majority Rules —

(Continued from Page 1)

Homer C. Floyd expressed apprehension of this turning from government-by-representation to government-by-referendum. There are eight other current legislative proposals concerned with schools that provide for a referendum.

Floyd recalled that both the reports by the U.S. Commission on Civil Rights and the Senate Subcommittee on School Desegregation had warned of the "abdication" of leadership roles by government officials as a major cause of the slow-down or stoppage in the civil rights movement.

Floyd commented: "Not everyone standing in a polling booth is aware that laws must be enacted within the framework of constitutional rights, but those seated in the General Assembly do know this. When one remembers how some groups have obdurately obstructed attempts to end racial segregation in schools, there is concern that some lawmakers would try to transfer back to the people certain hard, uncomfortable school decisions".

"Would legislators give the voters the same choice about taxes, budget or highways?" Floyd asked.

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Commonwealth of Pennsylvania
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Human Relations Commission

E. E. Smith, Chairman
Joseph X. Yaffe, Esq.,

Vice Chairman

Dr. Robert Johnson Smith,
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Assistant Secretary

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PENNSYLVANIA Human Relations Report

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SUMMER, 1973

HARRISBURG, PENNSYLVANIA

This issue of the HUMAN RELATIONS REPORT stresses the Commission's efforts to prevent and eliminate sex discrimination. July 9, 1973 was the 4th Anniversary of the sex amendment to the Pennsylvania Human Relations Act.

Ask Further Probe of Lancaster Broker

The Commission has petitioned the State Real Estate Commission to conduct an independent investigation of a Lancaster real estate broker, Ammon K. Graybill, Jr. for possible violations of the Pennsylvania Real Estate Broker's Licensing Act.

The Commission has 4 discrimination complaints against Graybill, two of which are in litigation.

The Real Estate Commission is empowered to revoke or suspend licenses of brokers who have been found to have committed discriminatory acts.

Greater cooperation between the Pennsylvania Commission and the Erie Commission on Human Relations was discussed at a meeting June 4 in Erie. Shown left to right at the meeting are E. E. Smith and Homer C. Floyd, Chairman and Executive Director, respectively, of the Pennsylvania Commission, and Father John E. Poux, Chairman of the Erie Commission.

Discrimination Is Bad Business

Companies who do business with state government agencies soon will be subject to a state-wide monitoring system to make sure that they are not taking the public's money and at the same time breaking the state's anti-discrimination laws.

The Pennsylvania Human Relations Commission has been named by Governor Milton J. Shapp as the administrator and enforcer of the Contract Compliance System for the state.

Charles L. Duncan, Jr., who will direct this operation within the Commission, has developed contractor and recipient prequalifying forms, as well as a uniform reporting procedure.

The long-range goal of the Commission in the Contract Compliance operation will be to develop a "prequalified list" of those who can bid on a job. If a contractor is not in compliance with

the state's anti-discrimination laws, then that company is excluded from the list of potential bidders.

As Mr. Duncan puts it, "Contract compliance can make discrimination real bad for business."

Forced Resignation of Pregnant School Teacher is Ruled Sex Bias By Court

The State Supreme Court ruled early in 1973 that the East Stroudsburg School District's regulation that teachers must resign after the fifth month of pregnancy is "discrimination, pure and simple."

The specific case concerns Cheryl Cerra who refused to comply with the regulation and was fired from her school teacher's position.

The Commission and the Pennsylvania Department of Education joined Ms. Cerra in her suit. The Department of Education stated:

"We recommend that school boards,

now requiring resignation of pregnant teachers, amend said regulation in order to comply with the guidelines of the Human Relations Commission (on Sex Discrimination)."

The court agreed:

"Pregnant women are singled out and placed in a class to their disadvantage, they are discharged from their employment on the basis of a physical condition peculiar to their sex. This is discrimination pure and simple. We have no hesitancy in reaching the conclusion the Board's action was violative of the PHR Act."

OCT 15 1973

PENNSYLVANIA STATE LIBRARY
DOCUMENTS SECTION

Male-Female Want-Ad Columns Declared Unlawful Discrimination by Court

The U. S. Supreme Court has upheld the order of the Pittsburgh Human Relations Commission that the Pittsburgh Press cease classifying help wanted ads according to sex. The state commission had submitted a friend of the court brief in support of the case.

Subsequent to this decision the Commission petitioned the Attorney General's Office for an official opinion on the application of the state anti-discrimination laws as regards similar advertising.

The Attorney General's Office said that the U. S. Supreme Court decision has set a "binding precedent for the interpretation of the PHR Act" and that the segregation by sex of employment related classified ads is a violation of state laws.

The Memorandum of Law reminded newspapers that they cannot skirt the law by statements "disavowing discriminatory intent and informing job-seekers that they have a right to non-discriminatory treatment."

Norms Set to Avoid Sex Bias on Jobs

The Commission has published guidelines which outline for employers the types of conduct which would be in violation of the sex provisions of the PHR Act.

These include:

—Job want ads may not indicate sex preference, limitation or specification.

—Employment agencies, unions, schools or other sources that make job referrals of members of only one sex may not be used.

—Pay differentials between the sexes for substantially similar jobs are forbidden.

—Separate lines of progression or seniority lists based on sex may not be used.

—One may not make assumptions of physical strength or manual dexterity as a reason for hiring persons of one sex for a specific job.

—It is unlawful to refuse to hire a married woman or the mother of small child, unless similar restrictions are placed upon men.

Discrimination because of a person's sex is against the law in employment in housing in places open to public in education

The prohibition in education is fully applicable only to state-owned, state-related or state-aided educational institutions.

Who Benefits Most From Vo-Tech Schools?

White males sit at a greater proportion of desks and work benches in the state's 57 vocational technical schools than females and Blacks.

A recent Commission study compared the race and sex composition of the Vo-Tech schools with that of the feeding high schools and found that 97% of the vocational technical schools had a smaller percentage of females enrolled and 60% had fewer Blacks.

Commission Executive Director Homer C. Floyd noted that the Vo-Tech program can be precisely what makes the difference between success and failure in employment for a particular student. He commented, "For many it is the final chance to prepare for a job before entering the labor market. The Commission is concerned that female and Black pupils fully share in these opportunities."

The Commission and the State Department of Education are working together to determine the causes of these patterns of under-participation by females and Blacks.

Non-Revealing Titles

For more than a year Commission staff has been using the title "Ms." for addressing women in memoranda, letters and reports. The title "Mrs." is used when the woman herself indicates a preference for it.

The usage of Mrs. and Miss have tended to define a woman by her marriage status. Men are not so defined by "Mr."

Job Rights And Childbirth Leave

The Commission's childbirth leave policy spells out how the prohibitions against discrimination because of sex apply when an employee becomes pregnant.

(1) A woman shall not be penalized in the terms or conditions of employment because she requires time away from work on account of childbearing.

(2) A woman shall not be required by the company to leave at any arbitrary time in pregnancy, but may work as long as she is capable of performing the duties of the job.

(3) A woman shall be entitled to take a leave for childbirth for a reasonable length of time indicated by her at the time the leave begins.

(4) A pregnant woman shall be entitled to receive any accumulated sick, disability and vacation benefits accrued by her at the time of the leave.

(5) If there is no leave policy, childbearing must be considered justification for a leave of absence.

(6) Following childbirth the woman shall be reinstated to her original job or to a position of like status and pay, without loss of previously-earned seniority and pension rights or other service credits and benefits.

Commission Reviews BFOQ Sex Exemptions

"Why can't a woman be more like a man" sings a misinformed Professor Higgins.

But the fact is "my fair lady" can do just about anything a man can do, and do it just as well.

The Commission takes a hard look at requests for dispensation from bona fide occupational qualifications (BFOQ) based on sex.

Exemptions, reads the Commission's Guidelines on Sex Discrimination "are not to be granted liberally, but they will be given in appropriate cases."

In accord with this policy the Commission's legal staff petitioned the Pennsylvania Supreme Court to allow an appeal of a ruling of the Commonwealth Court which directed the Commission to grant a previously refused

(Continued on Page 4)

Sex Bias Complaints Increase Each Year

The number of complaints of sex discrimination handled by the Commission have almost doubled each year since July 1969 when the sex bias prohibition was enacted — 55 in 1969-70; 103 in 1970-71; 235 in 1971-72, and 374 from July 1, 1972 through June 10, 1973.

Of these 767 complaints of sex discrimination, 681 (89%) were in employment, 73 in housing, 12 in public accommodations and 1 in education. Sex complaints now average about a third of the total cases being docketed. The Commission has found probable cause and adjusted the case of the complainant in 51% of the completed investigations (excluding complaints withdrawn or closed because of lack of jurisdiction).

In the past 12 months the Commission held public hearings on 11 complaints of sex discrimination and 7 other cases in which the charge was race and sex bias. Also 9 additional hearings were conducted on complaints by women of racial discrimination.

The Commission also handles sex discrimination complaints from males. These are usually from males who have sought entrance into traditionally female jobs or schools, or by men who

College Ordered To Hire Women Who Were Refused Teaching Jobs

The Commission has ruled that two women faculty members at Slippery Rock College were victims of sex discrimination and ordered that they be hired at positions they were unfairly denied.

The Commission ordered Slippery Rock to employ the two women at the positions they were previously refused and pay them whatever salaries they would have earned from the time of the refusals.

In one case Dr. Elizabeth R. Curry filed a complaint that Slippery Rock failed to promote her to the position of Associate Professor in the English Department, even though she had "top priority" for advancement. A male applicant received the professorship.

In the second case Dolores Barracano Schmidt charged that she taught on a part-time basis at Slippery Rock

but was not hired as a regular teacher because of her sex. The College officials contended that their decision was based on her not having a doctorate. Ms. Schmidt named men who have been hired to such positions without doctor's degrees.

Public hearings on the two complaints were held August 24 and 25, 1972 in the Butler County Court House.

14 State Colleges Receive Recommendations

The Commission has made recommendations to help prevent discrimination and the disparate effects of past practices on minority groups and women at the 14 State-owned colleges.

The recommendations apply to a broad range of vital college functions: recruitment, admissions, supportive services, financial aid, housing, student organizations and activities, college-community relations, curriculum, teacher preparation programs, placement, personnel practices and contract compliance.

Each college was requested to commit itself to carrying out an Affirmative Action Plan encompassing all of the areas covered by the recommendations, and to establish a system for monitoring the progress of the plan and for reporting the results to the Commission and to the Department of Education.

The Commission set goals for each college concerning the enrollment of minority group students, and for the employment of minority group persons and women on its professional and non-professional staffs. The goals for individual colleges vary according to geographic location and other factors.

The Commission is conferring with the college presidents concerning the implementation of these recommendations.

First round meetings with officials of the 14 colleges were expected to be completed by mid-August.

claim that they are required to conform to short-hair grooming codes which are not applied to women. A current case which has been approved for public hearing involves three York police officers who allege they were suspended from the force because of their long hair.



Three women who filed sex discrimination charges against General Electric Company are shown at the beginning of the public hearing in their case June 26th in Pittsburgh. Left to right are Anna Katynski, Agnes Stoklas and Mary Kush. After two days of testimony the hearing was continued until a later date.

Commission Scheduled for Senate Hearings

On April 9, 1973, Senator Thomas M. Nolan of Turtle Creek introduced a resolution that the Commission be investigated and introduced a bill that the Pennsylvania Human Relations Act be repealed and the Commission be abolished.

Senator Nolan, who is the sole sponsor of both the bill and resolution, explained on the Senate Floor his reasons for proposing such stern measures. He contended that the Commission is engaging in a "witch hunt" against some eighty Pennsylvania companies, "including the company I work for, the Emerson Electric Company."

Senator Nolan, former president of the United Auto Workers Union at Emerson's Edwin L. Wiegand Division, said that the federal government has found the company to be in compliance with equal opportunity regulations.

On April 12th, under questioning at the Senate Appropriations Committee, Executive Director Homer C. Floyd testified that the Commission sent the firm an interrogatory after reviewing Wiegand's reports to the federal government which showed that the company employs 1,400, but hires only 5% Blacks and 12.8% women.

Floyd explained to the Senators that the plant is located across the railroad tracks from Homewood-Brushton, a community which is 97% Black. He said that the Commission staff had tried unsuccessfully to confer with Wiegand officials about procedures that may have led to such disparity.

On May 24th Senator Nolan announced that the Senate State Government Committee, which he heads, will hold public hearings sometime this summer on his bill to repeal the state anti-discrimination laws and abolish the Commission.

Cost Of Bias Rising

The Commission's investigational procedures have been strengthened and during the first 10 months of the current fiscal year more than \$81,000 was secured in back pay and compensatory damages for victims of discrimination.

Ex-Commissioner Named Judge

The appointment of Attorney Paul A. Simmons as a Judge of the Court of Common Pleas of Washington County was confirmed by a unanimous vote of the Senate May 21, 1973.

Judge Simmons was a member of the Pennsylvania Human Relations Commission from 1963 to 1968. In this formative period of the Commission's history he played an active role in the utilizing of public hearings as a means of securing compliance with the state's anti-discrimination laws.

Commission Reviews

(Continued from Page 2)

BFOQ exemption for the Philadelphia's Youth Study Center so that only males be employed to supervise male residents and females to supervise females.

On the basis of the arguments contained in the petition the Supreme Court in May vacated the decision of the lower court and remanded the case back to the Commission.

In June the Commission began to explore methods of assuring greater "due process guarantees" to employers who petition for BFOQ exemptions, but are refused.

Regional Director Transferred

Dolores Rozzi was transferred in June from her position as Regional Director of the Harrisburg Office to the same post in the Pittsburgh Office.

She replaced Eugene Nelson who resigned to direct the District Office of the U. S. Equal Employment Opportunity Commission in Pittsburgh.

Howard Tucker, the Commission's Director of Compliance, will act as head of the Harrisburg Office until there is a permanent appointment.

New Headquarters

The Commission's headquarters' offices have been moved from the 4th floor to the 2nd floor of the same building at 100 North Cameron Street in Harrisburg. The telephone number remains the same.

Commission 1973-74 Budget

The state budget for fiscal 1973-74 has been approved by the Legislature and includes an allocation of \$2,025,000 to the Commission.

Upsurge in Litigations

A record number of 18 court decisions on the PHR Act were issued in fiscal 1972-73 and 13 court cases were pending at its end. The Commission's position has been upheld in 20 of 26 court cases to date, including 5 recent school desegregation orders approved by Commonwealth Court and the Commission's order against Moose Lodge 107 of Harrisburg, upheld by the U. S. Supreme Court.

Record Number of Cases

The Commission resolved and closed 159 complaints of discrimination at its June 4, 1973 meeting. This is the highest number of cases ever settled at one Commission session.

PENNSYLVANIA Human Relations Report

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100 N. Cameron Street
Harrisburg, Pennsylvania 17101

Commonwealth of Pennsylvania
Milton J. Shapp, Governor

Human Relations Commission

E. E. Smith, Chairman

Joseph X. Yaffe, Esq.,
Vice Chairman

Dr. Robert Johnson Smith,
Secretary

Emily W. Sunstein
Assistant Secretary

Alvin E. Echols, Jr., Esq.

Andrew G. Freeman

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Doris M. Leader

Elizabeth M. Scott

John P. Wisniewski

Homer C. Floyd

Executive Director

PENNSYLVANIA Human Relations Report

Published Quarterly by the
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WINTER, 1973

HARRISBURG, PENNSYLVANIA

Male-Female Help Wanted Ads Ending Up In The Lost Column

Sex-segregated help-wanted ads have nearly disappeared from newspapers across the state. Most of the publishers in the Commonwealth have indicated to the Commission that their classified advertising is in compliance with the sex provisions of the state's anti-discrimination laws.

The U.S. Supreme Court upheld a ruling that the Pittsburgh Press must cease classifying help-wanted ads according to sex. The Pennsylvania Attorney General, Israel Packel — in response to a petition from the Commission — ruled that this decision set a binding precedent for the interpretation of the Pennsylvania Human Relations Act.

In late summer the Commission sent to the classified ad managers of all Pennsylvania newspapers a packet of material concerning sex-segregated want ad columns and the use of words

(Continued on Page 4)

NEW MINORITY BUSINESS DIRECTORY

The Commission has distributed to state and federal agencies a directory of minority contractors, suppliers, tradesmen and related professionals in the mid-state and surrounding areas.

The directory was compiled by Project Equality of Delmarva, an interfaith program which uses the moral and economic influence of the religious community to promote affirmative action in equal employment.

Eugene Reid Heads Harrisburg Office

Eugene Reid was appointed Director of the Commission's Harrisburg Regional Office which serves 39 counties in Central and Northeastern Pennsylvania.

Mr. Reid has been a member of the Commission staff for 5 years. His most recent assignment was Compliance Specialist in the Harrisburg Office.

He succeeds Ms. Dolores Rozzi as director. She was transferred to a similar position in the Commission's Pittsburgh Office.

Commonwealth Court Enforces PHRC Order

Commonwealth Court Judge Roy Wilkinson, Jr. has given the Philadelphia School District until February 15th, 1974 to comply with a Commission Order to submit a plan to end segregation in its schools.

The Commission first asked in 1968 for a Philadelphia school desegregation plan. But it was not until July 1971 that the Commission issued an order requiring the school board to design a program that would achieve substantially integrated education within 3 years.

The School appealed the order to the Commonwealth Court which upheld the Commission in July 1972, after which the Commission sought from the same court the enforcement of that order.



Consultants and sponsors of a two-day seminar on school desegregation conducted by the Commission and the Department of Education (left to right) are David W. Hornbeck, Deputy Secretary of Education; E. E. Smith, Commission Chairman; Dr. Gordon Foster, Director of Florida's School Desegregation Consulting Center, and Dr. Edmund W. Gordon, Director of the National Center for Research and Information on Equal Educational Opportunity.

PENNSYLVANIA STATE LIBRARY
DOCUMENTS

MAR 5 1974

State Organizations and Leaders Rally to the

Nancy Neuman, a director of the League of Women Voters of Pennsylvania, directed attention to the Commission's co-operative efforts with the real estate industry.

We are pleased with the success of the Commission's Housing Division in working with realtors throughout the state to promote fair housing. We view this as one more indication of the Commission's ability to assist Pennsylvania's citizens in moving away from discriminatory practices and attitudes by the use of positive procedures.

The League of Women Voters of Pennsylvania believes that the legislature should provide wider moral and financial support to the PHRC, and should no longer tolerate the continual attempts to weaken the Commission's authority. It is time our elected representatives demonstrated strong moral leadership in regard to achieving the goals of civil rights legislation; it is time, too, that the PHRC be allowed to devote its energies to accomplishing its mandate.

Federal Advisory Group Speaks Out For PHRC

The Pennsylvania Advisory Committee to the U.S. Commission on Civil Rights protested any legislative effort to abolish the Commission.

The Committee noted, "Pennsylvania can take justifiable pride in the record of its Human Relations Commission. Its handling of more than 2,000 cases in the current fiscal year represents a level of activity which clearly demonstrates the confidence of the citizens of Pennsylvania in this agency."

The Advisory Committee recalls its review of Police-Community relations in Philadelphia made it "evident that many minority citizens have a fear and distrust not only of the police, but of the dominant society in general. We do not believe that the people of this state would want to permit the state's only agency seeking to reverse this attitude to be destroyed."

These are excerpts from some of the testimony given at the Pennsylvania Senate State Government Committee hearings on SB 653 which would eliminate the state's anti-discrimination laws and the Commission which administers them.

Harry Boyer, President of the Pennsylvania AFL-CIO and Chairman of the Commission from 1956 to 1969, referred to SB 653 as an "ill-advised piece of legislation" that would "legalize discrimination," and praised the record of the Commission.

The Pennsylvania Human Relations Commission has, over the years, achieved an enviable record of trying to create a more humane relationship of people with each other . . .

But it's a laboriously slow, seemingly never-ending effort.

I hope those who favor this Bill have a better way to approach this difficult social and economic problem.

Or maybe they don't care.

Pennsylvania Equal Rights Council (PERC) is a statewide organization representing the concerns for equal rights for major labor, religious and human rights groups. Rev. George I. Evans, Jr., PERC President spoke in the name of the council.

It is our judgment that the violations of human rights will continue and will increase unless the Commission is functioning with the power of enforcement, being free from political pressures, and available to hear complaints of alleged discrimination.

It may well be that much of the reaction against the Commission is because it is taking seriously the implementation of the Human Relations Act and the cause of the protection of human rights.

The Commission is needed to address itself to the specific discriminatory acts against persons whose rights in our free society have been denied. The abolition of the Commission would not abolish the problem; it would increase it.



Sharon (right) and Lynn Hamilton are seen with their mother as they display their bowling trophies which they presented as evidence at a public hearing of a complaint against the Loyal Order of Moose Lodge No. 145 of Williamsport. The Commission upheld the complaint of the parents that the Moose refused to allow their girls to enter a bowling league in the lodge's facilities because the girls are Black.

In a news release which accompanied a statement before the Committee the Allegheny County Council on Civil Rights (ACCCR) stated:

"In view of the increasing task and the past record of the Commission, ACCCR is outraged that SB 653 was introduced. It indicated that some Pennsylvania legislators would erase the human rights gains of the past 25 years . . ."

Concerning the hearings, ACCCR registers a strong protest about the selection of persons to testify. Particularly significant is the exclusion of testimony from the Pittsburgh Branch of the NAACP and from individuals who do not speak for, nor represent organizations. These omissions practically eliminate the possibility of direct testimony from persons who have had favorable and first hand experiences with the Commission. They suggest that your Committee is not interested in hearing a range of attitudes about the Commission.

Support of the Commission at Senate Hearings

Howard J. Fetterhoff, Executive Director of the Pennsylvania Catholic Conference, brought attention to the sensitive nature of the Commission's work and the expectancy of resistance and opposition.

The task of the Pennsylvania Human Relations Commission in administering and implementing laws against discrimination in this state is not an easy one. Disrupting longstanding and sometimes unconscious discriminatory practices in employment, housing and education is bound to cause pain and discomfort for many people who themselves are innocent as individuals but nonetheless part of an unjust system. Members of the Commission and its staff know they cannot correct decades of injustice without experiencing angry and critical reactions.

The complexity of the cases faced by the Commission, and the human factors involved in carrying out its responsibilities, are bound to lead the Commission into radical differences of opinion with other segments of society, even those with equally good will.

Judy Gavalier, Executive Director of the Penn Hills' People's Coalition Against Discrimination, presented to the Committee the following comparative chart of the Commission's past two years activities:

Pertinent PHRC Data

	71-72	72-73	Increase
Cases from prior year	626	1039	62.8%
New Cases	982	1383	40.8%
Total caseload	1608	2422	50.6%
Cases closed	567	995	75.5%
Charge established	197	454	130.4%
Cases in progress at end of fiscal year	1039	1428	37.4%
Budget appropriation	\$1,430,000	\$1,875,000	31.2%
Staff positions	118	128	8.4%

The Pennsylvania Social Services Union, Local #668 AFL-CIO was represented by its Executive Director, Gregory N. O'Beirne, who pointed out that organized labor needs the Commission.

Organized labor in this country has taken an active role in this battle to end discrimination . . .

We understand that discrimination hurts the entire labor movement as well as minorities because anything which divides the workers makes it

more difficult for us to struggle together for the achievement of common goals.

Without this solidarity, minority groups can be used by management as a constant source of cheap labor, exploitable to depress wages and to break strikes.

So it is in our own best interest to eliminate discrimination which keeps the workers apart. The repeal of the PHR Act would make labor's position more difficult.

Senate Committee Holds Hearings On Bill to Abolish the Commission

The Pennsylvania Senate State Government Committee has conducted public hearings in three cities concerning a bill to repeal the state's anti-discrimination laws and to abolish the agency that administers those laws.

A total of 35 persons have testified before the Committee in hearings in Harrisburg, Pittsburgh and Wilkes-Barre. Others had asked to be witnesses, but were advised that the quota of witnesses had been completed. Many submitted written statements.

Senator Thomas M. Nolan of Turtle Creek who is the sole sponsor of the bill (SB 653) is also Chairman of the State Government Committee. He contends that the Commission is

overstepping its bounds in regards to the enforcement of civil rights.

Most of the witnesses who appeared before the State Government Committee have been against SB 653 and for the Commission. However, some have contended that the Committee rules which restrict the list of witnesses to representatives of organizations or companies, exclude the very individuals whom the law was intended to protect and for whom the Commission has made that law work.

No Commissioner or staff member was a witness at the first three sessions of the hearings. However, Senator Nolan has indicated that the Commission will be given the opportunity to testify.

Legislature Extends Commission's Powers

The Commission now has the duty and power to protect the rights of medical institutions and personnel who make conscientious decisions about participating in abortions or sterilization.

Act 78, which amends the PHR Act, became law on October 10th.

According to the new amendment, hospitals and clinics shall not be required to perform sterilizations or abortions when this is their stated ethical policy.

The new change in the law also forbids medical institutions or schools from taking adverse action against the job rights and educational rights of doctors, nurses, students and staff because of their refusal or willingness to participate in an abortion or sterilization for moral, religious or professional reasons.

New Legislation Aimed at Weakening the Commission

New legislation has been proposed which would severely restrict the Commission's authority to uncover and eliminate discrimination.

Senate Bill 1306 was introduced into the legislature on Nov. 27, 1973 by Senator Thomas Nolan and 8 other members of the Senate.

SB 1306 proposes to amend the PHR Act to:

1. Restrict the PHR Act to its most limited interpretation and to its most narrow application;
2. Reduce the Commission to an investigative body without the right to procure data needed for a proper investigation and without authority to make the disposition about the complaint;
3. Negate effective remedies the Commission may deem needed to adjust a complaint; and
4. Demand more stringent procedures for the Commission than for other administrative agencies when it chooses to adopt or revise a regulation.



Nettie M. Renoll of Manchester who testified in October in Harrisburg at a public hearing of her complaint of sex discrimination against the Transit Casualty Company. Ms. Renoll said that she lost her job as a truck driver with the Beverage Transportation Co. of York after the insurance firm refused her commercial motor vehicle insurance because she is a woman.

'Particulars Lacking' In Commission Complaint

The Commonwealth Court dismissed a complaint in equity by the Commission to compel the U. S. Steel Corp. to reply to a questionnaire about its hiring and employment practices which were the issue in a charge of discrimination.

The Commission had initiated a practice and pattern job discrimination case against U. S. Steel in August 1972 and had required responses to an interrogatory as part of the investigative process.

The Court ruled that the Commission's complaint lacked sufficient "particularity of fact" concerning the alleged discriminatory practices for a valid complaint, and therefore U. S. Steel did not have to cooperate with the discovery procedure pursuant to that complaint.

The Commission's legal staff feels that federal courts and governmental administrative agencies have issued strong rulings which uphold complaints similar to the one which the Commission initiated against the U. S. Steel Corporation.

The Commission has asked the State Supreme Court to allow an appeal of the lower court's decision.

Help-Wanted Ads

(Continued from Page 1)

or terms which indicated a sex preference for certain jobs. The packet contained the recent opinion of the Attorney General, a newly-developed set of GUIDELINES FOR HELP-WANTED ADS and a questionnaire to determine whether the newspaper would comply with the law.

The Pennsylvania Newspaper Publishers Association worked closely with the Commission in implementing this latest effort to prevent sex discrimination.

The PHRC will continue to monitor classified ads, and to act to end any practice which routes men into certain jobs and women into others.

Contract Compliance Regulations Proposed

The Commission published its proposed Contract Compliance Regulations in the October 20, 1973 issue of the Pennsylvania Bulletin, and published a revision of these rules in the December 29, 1973 edition of the Bulletin. Public hearings scheduled for January 14 and 15 also were announced.

The proposed rules set up safeguards to make sure that suppliers and contractors who are receiving state funds are also in compliance with the state anti-discrimination laws.

The new rules provide that each state agency designate a contract compliance officer who will be primarily responsible that contractors with that agency are non-discriminatory in their hiring practices.

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Human Relations Commission
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John P. Wisniewski
Homer C. Floyd
Executive Director

PENNSYLVANIA

Human Relations Report

Published Quarterly
PENNSYLVANIA HUMAN RELATIONS COMMISSION

SPRING 1974

HARRISBURG, PENNSYLVANIA

Joseph X. Yaffe Chairs Commission

Attorney Joseph X. Yaffe of Wyncote was appointed Chairman of the Commission on January 25, 1974 by Governor Milton J. Shapp. Mr. Yaffe has been a member of the Commission since 1960 and Vice-Chairman since 1967.

"I've known Joseph Yaffe for a long period of time and know that he will bring a strong sense of commitment to the job. I am very pleased that he has accepted the Chairmanship of the Commission at this very critical time," the Governor said.

Yaffe is an attorney admitted to practice in the United States Supreme Court. He is Counsel of the Police Athletic League; past Vice-Chairman of the International Association of Official Human Rights Agencies, as well as past President and current Honorary President of the Jewish Community Relations Council of Greater Philadelphia and a former Vice-President and a member of the Board of Commissioners of the Philadelphia Fellowship Commission.

Chairman Yaffe succeeds E. E. Smith of Reading, who had resigned from the Commission. However, after a request from the Governor and Commissioners, Mr. Smith agreed to continue to serve as a member of the Commission.

Commission Budget

Governor Milton J. Shapp's proposed budget to the Legislature for 1974-75 included a recommended appropriation of \$2,800,000 for the Commission. The PHRC's appropriation for the previous fiscal year was \$2,106,000.



Joseph X. Yaffe, Esq.

HUD Official Rates PHRC "Most Effective"

The Commission received a boost from one of the highest ranking Blacks in government at a time when legislative efforts were being made to weaken it.

"The Pennsylvania Human Relations Commission is one of the most effective state agencies in the nation in enforcing fair housing and equal employment opportunity laws," said Dr. Gloria E. A. Toote, Assistant Secretary for the U. S. Department of Housing and Urban Development, at a Fair Housing Seminar in Philadelphia on February 2, 1974.

Commission Doing More And Doing it Better

The Commission's Annual Report for fiscal 1973 showed the Commission doing more things to combat discrimination, and doing them more successfully.

The Commission investigated and conciliated complaints at a record pace, and achieved this with only a limited increase in staff and budget, the report showed.

The Commission had a caseload of 2,422 complaints, of which 1,383 were new complaints, and 1,039 were carried over from the previous year. Of the new complaints, 1,025 were in employment, 271 in housing, 71 in public accommodations and 16 in education. The Commission resolved 995 cases, finding cause in almost half of them.

Of the new complaints, 786 — or 57% — were based on race. Sex discrimination accounted for 288 — or 21% — of the charges. Complaints in which there was more than one basis numbered 169 or 12%, including 152 complaints in which sex discrimination was one of the allegations.

In the three previous reports, complaints of systemic discrimination numbered 19, 54 and 113. This past year the Commission conducted 268 investigations into procedures and systems which resulted in unequal opportunities for members of a minority group or of one sex.

Desegregation was completed or under way in 20 of the 26 school districts cited by the Commission. With additional busing of about 9,000 pupils, a total of 78,076 children were attending newly-desegregated schools.

The Community Services Division
(Continued on Page 4)

Four Bills Affecting Commission are in Senate Committees

Two legislative proposals which contain provisions requiring the Commission to follow more stringent procedures to uncover and eliminate discrimination have been recommitted to Senate Committees, along with two bills which would broaden the Commission's jurisdiction.

—SB 1306, which would reduce the Commission to a weakened investigative body and authorize Courts of Common Pleas to make almost all decisions relative to discrimination, was returned to the State Government Committee March 19th.

—SB 653, which would replace the Commission with a 5-member, full-time Civil Rights Commission whose actions would have to be ratified by a three-person Hearing Board, was sent to the Appropriations Committee on February 19th.

—HB 921, which would extend the Human Relations Act to prohibit job discrimination because of handicap or disability, was recommitted to the Senate Appropriations Committee on March 25th.

—SB 351, which would extend the housing and employment provisions of the Human Relations Act to prohibit discrimination because of marital status, has been in the State Government Committee since February 11th.

Commission Booklet Available in Spanish

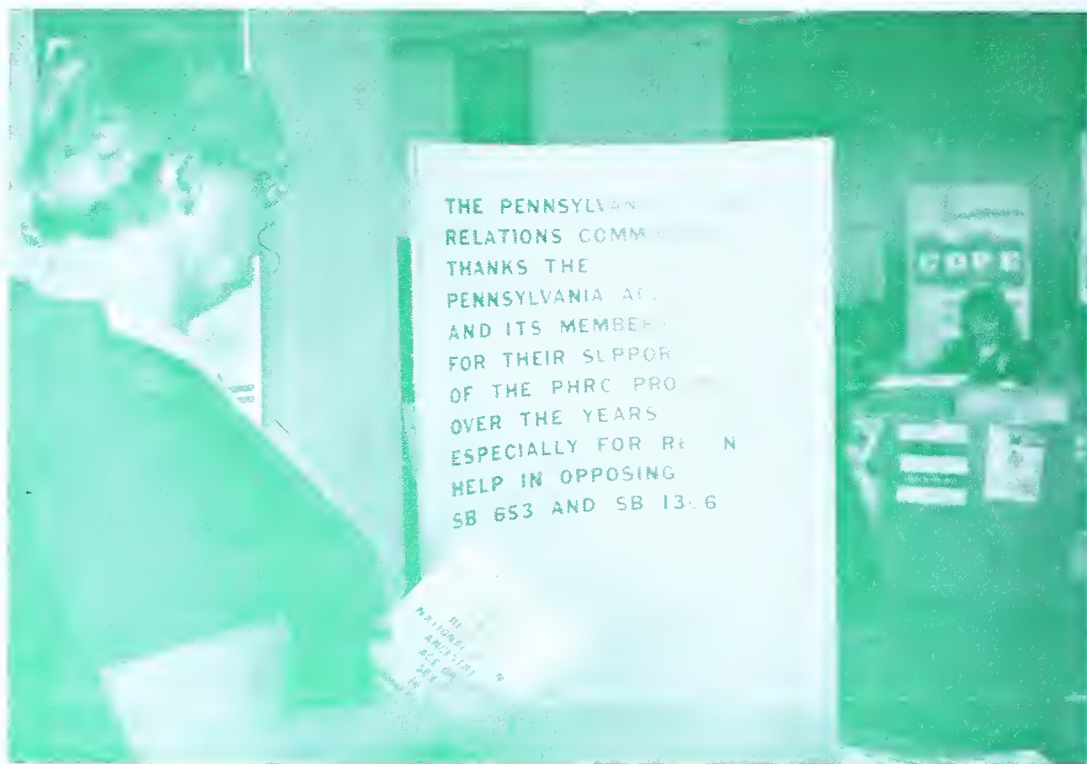
"The Pennsylvania Human Relations Commission is trying to reach and serve a greater portion of the Spanish-speaking people in the Commonwealth," Chairman Joseph X. Yaffe, Esq., stated in announcing the publication of a Spanish edition of the Commission's brochure, "Guide for Complainants."

The brochure outlines the State's anti-discrimination laws and the procedures for processing a complaint.

Copies of the brochure "Guia Para Presentar Una Demanda O Queja" may be obtained by writing to the—

Pennsylvania Human Relations Commission

100 N. Cameron Street—2nd Floor
Harrisburg, Pa. 17101



Commission display at Pennsylvania AFL-CIO Convention March 26-30 in Pittsburgh featured a tribute to the union and its members for support of human relations programs.

We Strive To Be Responsible and Effective

Executive Director Homer C. Floyd testified at a special closed hearing and replied to questions of the Senate State Government Committee on January 16, 1974. He was answering criticism of, and objection to the Commission that had been voiced in three previous public hearings before that Committee.

"Much of the criticism appears to have been motivated by a vested interest in not having the law enforced at all, or at least, not effectively enforced," Floyd said. "The record is filled with gross misrepresentations and distortions, both factual as well as legal."

Mr. Floyd addressed himself especially to the recurring issues that were raised. These included 1) the goals and timetables required in affirmative action programs; 2) team testing of housing projects to identify discriminatory practices; 3) removing and remedying the effects of past discrimination, and 4) the charge that staff intimidates respondents.

Floyd said, "We have attempted essentially to follow the course taken by the preponderance of the courts which have come to grips with today's complex social issues, though

we have in many instances stopped well short of the very drastic measures ordered by some courts. Always we strive to be a responsible, professional and effective agency."

George Simmons Heads Pittsburgh Office

The new Director of the Commission's Pittsburgh Regional Office is George A. Simmons.

Mr. Simmons, a graduate of California State College, attended the University of Pittsburgh School of Law and is currently enrolled in the Pitt Graduate School of Public Administration.

Since 1968 Simmons has been president of a management development firm which assisted business and industry in programs to improve personnel practices in the area of human relations. He also served as a Management Compliance Consultant with the Pittsburgh Commission on Human Relations for the past three years.

In his new post Simmons directs the efforts of PHRC staff in 23 counties in Western Pennsylvania.

Better Jobs Come Slowly to Women

"Few people realize that by 1980 more than half of all persons in the labor force will be women. This is not the result of the Women's Rights Movement, but the cause of it."

This was the theme of Arline



Ms. Lotman

Lotman, Director of the Pennsylvania Commission on the Status of Women, at a State Conference on Human Relations in Philadelphia on January 22nd.

Ms. Lotman pointed out that although more women are now being employed, their job progress is slow and their salaries low.

"Less than one percent of all engineers are women, only 5 to 8 percent are attorneys and physicians. But women obtain 43 percent of all bachelor's degrees and 40 percent of all master's degrees," Ms. Lotman said.

As regards pay differentials, she said, "Women's earnings are only 59 percent of what a man earns, even after the Equal Pay Act."

The Commission on the Status of Women was established by Governor Milton J. Shapp in 1970 to be a strong advocate for the rights of women in the Commonwealth and in all types of situations affecting women. Additional information concerning the Commission may be obtained by contacting:

Commission on the Status of Women
512 Finance Building
Harrisburg, Pa. 17120

Education Upgraded With Racial Mix

After a survey of 600 Southern desegregated schools, the United States Office of Education reported that Black male students have gained half a grade level and that the achievement of White students has not suffered.

The report noted that students of both races achieved best in schools that were 41 to 70 percent White, and less well in schools that were more than 70 percent White.

Contract Compliance Regulations Promulgated

In the March 9, 1974 issue of the Pennsylvania Bulletin the Commission promulgated in final form its Contract Compliance Regulations.

The Commission incorporated into the regulations some recommendations that were received in writing or presented at a public hearing in Harrisburg on January 14 and 15.

The purpose of the Regulations is to implement the non-discrimination and equal opportunity policy of the Commonwealth as it pertains to contractors with the state. Compliance

with the Regulations will assure that persons will not be discriminated against in services or employment because of their race, color, religion, national origin, ancestry, sex or age by companies doing business with the Commonwealth.

A contractor who is not in compliance with state anti-discrimination laws could be refused a state contract. Where there is a deficiency in the employment of qualified minority or female persons, the contractor will be required to:

- 1) Identify deficiencies by organizational unit and job classifications.
- 2) Establish realistic goals and timetables to correct these deficiencies.

Governor Milton J. Shapp on Dec. 6, 1972 directed the Commission to develop and monitor a contract compliance program and to "adopt such rules and regulations as it deems necessary and appropriate."

Commission Acts to End Segregation in Schools

In early April the Commission approved school desegregation plans of two districts, deferred a decision on a third and petitioned courts to take action with two other school systems to bring about the end of racially-segregated schools. All 5 schools were under court-approved orders from the Commission.

- The plans of New Kensington-Arnold and New Castle Area School Districts were approved.
- A plan of Uniontown Area School District was found to place an undue burden on one group of students (Black) in school reassignments. The Commission requested the Uniontown School Board to submit a revised plan.
- The Commission petitioned the Commonwealth Court to enforce the school desegregation order which the court had approved on May 3, 1972. Erie did submit.

(Continued on Page 4)



Photo by Tom Kelly, Today's Post

The Commission has conducted its first public hearing on the complaint of a blind man who charged that he was refused the rental of an apartment because he uses a guide dog. Henry T. Mitchell, Jr., of Rosemont, a professional sculptor who is blind, is shown with his wife, Barbara, and his seeing eye dog, Ella. Throughout the hearing, which took place in Radnor Township on March 19th, the dog remained quiet and still at his feet.



Executive Director Homer C. Floyd is shown with Alfred J. Wadley, President of the Harrisburg Branch of the NAACP, and Ms. Violet Fields, Executive Committee member. In a speech to the organization on February 28, 1974, Mr. Floyd questioned why the Commission's authority to combat discrimination should be threatened at a time when it is processing and resolving more complaints than ever before.

Pregnant Have Rights to Jobless Benefits

Three provisions of the unemployment compensation law, dealing with pregnant women, are inconsistent with the Human Relations Act, according to Pennsylvania Attorney General Israel Packel.

The provisions cited are:

- 1—Pregnant women are considered ineligible for work 30 days before and after an anticipated birth.
- 2—A pregnant woman cannot receive unemployment benefits 90 days before and 30 days after the birth.
- 3—Pregnancy is not considered a "necessitous and compelling" reason to leave work—a standard ordinarily applied by the law.

Packel argued that the mere fact of advanced pregnancy cannot be construed as a condition which prevents a person from working. A pregnant woman who leaves her job under doctor's orders shall be eligible for benefits under the "good cause"

provision as long as she requests less strenuous work and doesn't receive it.

Commission Acts —

(Continued from Page 3)

- plan, but it failed to desegregate seven of the district's 22 elementary schools.
- The Commission asked the Commonwealth Court to cite the Philadelphia School Board for contempt of court for its failure to comply with a court order, and further asked the court to appoint an independent panel of experts to develop a plan that would end segregation of pupils in the Philadelphia School System.

These actions of the Commission are in accord with the policy expressed in its latest annual report:

"The Commission continued to show a willingness to settle problems with school districts through conferences, yet maintained a determination that if needs be, the rights of pupils to be free from segregation would be secured in the courts."

Annual Report —

(Continued from Page 1)

responded to 45 incidents of racial unrest, providing on-the-scene assistance to relieve tension.

The Housing Division was active in identifying individual acts of discrimination, as well as overall patterns of housing inequities, especially through its program of team testing. The latter led to 101 complaints in 1972-73, but more importantly, to agreements between the Commission and various Boards of Realtors for implementation of joint efforts to end discrimination in the real estate industry.

In the transmittal letter to the Governor and Legislators the Commission noted:

"This report outlines the continuing efforts of the Commission to lessen and eliminate discrimination, but it also spells out clearly that the task of rooting-out racism, sexism and prejudice of any kind needs strong legal and budgetary tools."

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Commonwealth of Pennsylvania

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Human Relations Commission

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Executive Director

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HARRISBURG, PENNSYLVANIA



Governor Milton J. Shapp presides at signing of agreement by Paul Rittle (seated left), President of the Pennsylvania Association of Realtors, and Joseph X. Yaffe, Esq., (seated right), Chairperson of PHRC. Standing, left to right, John J. Bernardo, Executive Vice President of the Realtors; Algia Geary, Equal Opportunity Officer, Pittsburgh Regional Office of the U.S. Department of Housing and Urban Development; Raymond W. Cartwright, PHRC Housing Director; Michael Serluco, Equal Opportunity Chairman for the Realtors, and PHRC Executive Director Homer C. Floyd.

Court Upholds PHRC Petition

Desegregation 'Expert' Named

The Commission petitioned Commonwealth Court on May 24th to enforce a School District of Philadelphia desegregation order, presented evidence that the school district was not in compliance and asked the court to appoint a "master, committee or expert" to formulate a desegregation plan. The petition refers to the Commission's Amended Final Order of September 25, 1972, which requires that Philadelphia eliminate racial imbalance in its public schools, in stages, over a period of three years.

Commonwealth Court Judge Roy Wilkinson, Jr., responded to the petition on June 4 by appointing Dr. David H. Kurtzman to examine Philadelphia district desegregation proposals and produce a proposal by September 1 or justify why the district has not complied with the court order.

Dr. Kurtzman is a former state

education secretary and a graduate school dean at the University of Pittsburgh.

Since 1968, the school district has submitted three plans which PHRC found unacceptable—including a plan submitted last February 15 which the Commission found did not comply with its Amended Final Order.

Budget Approved

Pennsylvania's General Assembly approved a \$2,870,000 Commission budget for fiscal 1974-1975 which represents a \$764,000 increase over last year's budget but is considerably less than the \$3,693,000 budget submitted by PHRC to the Governor. The budget includes a \$70,000 salary supplement to cover an across-the-

(Continued on Page 3)

Pa. Realtors Sign Anti-bias Pact

Pennsylvania Human Relations Commission and the Pennsylvania Association of Realtors (PAR) made history with a first, statewide memorandum of understanding geared to overcoming housing discrimination by developing a model format for insuring compliance with civil rights law. The agreement was signed on June 25, 1974, by Paul Rittle of the Realtors and PHRC Chairperson, Joseph X. Yaffe, Esq., in the presence of Governor Milton J. Shapp.

The Realtors group negotiated on behalf of fifty local Pennsylvania boards, each of which becomes a party to the agreement only after so voting.

Basic elements agreed to are:

- **Participating realtor members** to set up Equal Opportunity Committees to sensitize, inform and educate members as to their responsibility under the law.
- **Revised Office Procedures** to be instituted by participating boards which would require they educate all staff persons, maintain a unified list of housing available for rent or sale, post a notice about the list, and attempt to eliminate misinformation dissemination and procedural practice errors in initial contacts which have been the basis for most housing complaints filed with the Commission.
- **Instituting an internal policing** process including recorded hearings for participating members charged in a Commission initiated testing case. Also includes optional parallel

(Continued on Page 4)

Blacks Attack School Plans

School desegregation, when it involves declining enrollment and necessitates the closing of neighborhood schools, results in opposition.

In the past, White parents opposed to school board plans which closed their neighborhood schools fought the plans. A State Supreme Court decision on the matter denied they had a constitutional right to a neighborhood school.

Segregated housing patterns keep fostering racial imbalance, declining enrollment in certain areas continues and the situation regarding neighborhood schools in desegregation plans remains with one major difference. The citizens protesting such closings are largely Blacks and some lower income Whites.

Desegregation plans for the New Castle and Uniontown areas were given intensive and detailed reviews by PHRC because of such opposition. Though the Commission did not find the plans to be the best possible mechanisms the school boards could have developed, the Commission had no legal basis for refusing to approve the plans since they met basic standards set by the Commission.

Uniontown's plan will result in the closing of the predominantly-Black East End Elementary School and the reassignment of those pupils to other schools in the system.

The New Castle plan provides for conversion of the predominantly-Black

(Continued on Page 3)



Photo, Courtesy of the Reading Eagle

PHRC Commissioner Everett E. Smith is shown with Mrs. Irene Szymborski of the National Organization for Women's Reading Chapter at an all-day seminar for industrial managers conducted by PHRC at the Western Electric Co. plant in Reading. Some 160 persons attending the conference heard Commissioner Smith discuss and explain the PHR Act and how the Commission functions. PHRC staff provided detailed information on discrimination law, conciliation procedures, the various aspects of its operation a company must look at to determine if it's in compliance and what steps it might take to eliminate problems. Staff also answered numerous questions posed by the audience. Standing are James Rudolph (left), Director of Personnel for the Metropolitan Edison Co., and Carlos J. Ponce, training director at W. R. Grace and Co.

PHRC Exemption Regulations Revoked

Procedures for the granting of exemptions based on race, religion, sex or national origin called Bona Fide Occupational Qualifications, are in the process of being changed by the Commission. Proposed BFOQ regulations were published in the May 18 issue of the Pennsylvania Bulletin and public hearings were held June 10.

After the Commission approved the proposed regulations in revised form on July 1, they were scheduled for publication in the Pennsylvania Bulletin. After they appear, the regulations have the force of law.

Under the proposed regulations, the Commission would no longer issue exemptions, as it once did under a rigid set of procedures explained in Section 6 of PHRC's

current Guidelines on Discrimination Because of Sex. Under the new BFOQ regulation, the Commission would consider requests for supplementary interpretation regarding BFOQ standards as applied to a specific position. The interpretation would in no way bind the Commission in situations where a complaint is filed and PHRC has the power to revoke or rescind the interpretation after notification.

The procedure was changed, explained Assistant General Counsel Anne Farrer, because experience showed once exemptions were granted, people who were qualified (but excluded under the exemption) weren't considered for the positions.

Manufacturers Air Problems

Commission Executive Director Homer C. Floyd and Clifford Jones, Vice President of the Pennsylvania Manufacturers Association, jointly planned a seminar designed to improve communications and cooperation between the two groups for late July in Harrisburg.

Following a presentation of the "Industrial Viewpoint" by Matthew Clayton, Esq., of Smith Kline Laboratories, and remarks by Mr. Floyd on the "Human Relations Viewpoint," a free-wheeling open discussion between the 50 participants was planned.

Mr. Floyd described the program as part of the Commission's continuing effort to work in a positive manner with the business community to bring about voluntary compliance with the law. "Now we are trying to be just as aggressive in our program to promote communications as we have been in our law enforcement efforts," explained Mr. Floyd.

Black Parents Attack School Desegregation Plans

(Continued from Page 2)
West Side Elementary School into a center for all kindergarten and elementary level special education pupils. North Street School for unrelated rea-



Commission Chairperson Joseph X. Yaffe, Esq., addressed some 150 business and civic leaders attending a seminar on corporate social responsibility in King of Prussia in April. The conference dealt with employment, transportation and housing in the suburbs for minority and female workers. The day long program was sponsored by PHRC, the Pennsylvania Chamber of Commerce Committee on Corporate Social Responsibility and the National Alliance of Businessmen's Philadelphia Metropolitan Region.

sons, will be converted to an administration building. Pupils from the two schools will be reassigned to eliminate racial imbalance at seven previously-segregated White elementary schools.

Details Heard In Bias Claim

Pedro Vega of Harrisburg testified at a Commission public hearing on May 28 that, in the summer of 1972, he attempted to build a home and work in Bendersville. Mr. Vega, who sells Spanish-American produce to migrant farm workers in Adams County, alleged the Mayor and Council of Bendersville prevented his building efforts and as a result he filed charges with PHRC alleging housing discrimination based on ancestry. Mr. Vega contended, and evidence was presented by Commission General Counsel Sanford Kahn to show, that sewerage regulations rigorously enforced against Mr. Vega were not similarly enforced in like situations involving others.

Testimony from Bendersville's sewerage enforcement office at the time the alleged discrimination took place indicated that the officer had asked Mr. Vega all the questions on the application and understood all of Mr. Vega's answers. The officer admitted, under questioning, that Mr. Vega, who speaks English with difficulty, might not have understood the questions.

The bulk of the evidence and testimony presented before PHRC Commissioners Doris M. Leader, presiding, Everett E. Smith and Elizabeth M. Scott was geared to establishing the alleged discrimination. The borough will offer a defense at the second session of the public hearing on the matter.

PHRC Budget Approved

(Continued from Page 1)
board salary increase to certain state employees.

The Commission's request for over \$3 million would have enabled it to maintain the current level of programming and meet the increasing demands for technical assistance and the accelerated level of new complaints.

The Commission began the fiscal year July 1, 1975 with 1,427 pending cases and received 1,773 new cases for a total caseload of 3,200.

New complaints averaged 147 a month and case closings averaged 111 a month. With records set in both areas, the Commission is averaging 36 more new complaints a month than it is able to close.

PHRC PHONE DIRECTORY

A new phone system has been installed at Commission Headquarters. The Executive Director, Homer C. Floyd, and Deputy Director, Norman L. Hahn, can still be reached by dialing area code 717, 787-4410. To reach the various division directors or person in charge of the operation, use the following numbers:

ADMINISTRATIVE SERVICES, Raymond Barnes	783-8272
AFFIRMATIVE ENFORCEMENT PROJECT, Harriet E. Hendler	783-8268
COMMUNITY SERVICES, Joseph D. Smith, Jr.	783-8256
COMPLIANCE, Howard L. Tucker, Jr.	787-4413
CONTRACT COMPLIANCE, Harold W. Nelson	787-4717
DUPLICATING & MAILING, Russell A. Mundy	783-8253
EDUCATION, Richard B. Anliot	783-8264
HOUSING, Raymond W. Cartwright	783-8275
LEGAL, Sanford Kahn	787-4416
PERSONNEL, Audrey J. Fuller	783-8270
PUBLICITY & INFORMATION, Frank D. Davis	783-8266
RESEARCH, Louise G. Oncley	783-8265
SPECIAL PROJECTS, Marcia Perkins	787-6861

PHRC Regional Offices

HARRISBURG, 301 Muench St., Eugene Reid	(717) 787-9780
PHILADELPHIA, 1400 Spring Garden St., Ishmael R. Johnson	(215) 238-6940
PITTSBURGH, Four Smithfield St., George A. Simmons	(412) 565-5395

Realtors Agreement

(Continued from Page 1)

investigations and/or hearings of individual complaints filed with PHRC and in second testing cases (either Commission or Individually initiated.)

- **Expeditious complaint processing**, where the complainant so stipulates, which seeks immediate conciliation and accommodation prior to the case being docketed. Other than in this instance, normal PHRC processing procedures apply.

"The Agreement in no way diminishes, limits or alters a complainant's rights to file a complaint, have it investigated promptly and, where warranted, go to public hearing", explains Raymond W. Cartwright, Director of PHRC's Housing Division.

"This memorandum of understanding hopefully fulfills the legislature's mandate in Section 8 of the (PHR) Act which gives the Commission a responsibility to develop educational programs to eliminate prejudice and to further good will."

Each party to the agreement has nine specific responsibilities to execute, is subject to a process geared toward settling differences and is seeking to implement broad-scale affirmative and preventive measures.

Employment Unit Funded by EEOC

PHRC's Affirmative Enforcement Project has been granted \$210,000 by the U.S. Equal Employment Opportunity Commission for 1974. The contract calls for the investigation of individual cases deferred by E.E.O.C. and pattern cases to be initiated by PHRC.

Project Director Harriet E. Hendler, says project pattern cases have affected the employment of 815 people. Of these, 515 minorities and females gained entrance into positions from which they were previously excluded and Ms. Hendler sets their combined annual income and dollar benefits in excess of \$5.5 million.

Affected persons refers to identifiable individuals hired and promoted. The dollar benefits accrued are computed based on the yearly salary of new hires, back pay adjustments and affirmative action fund expenditures.

Country Club Bias Charged By Three at Public Hearing

Details of the incident in which a Black man was allegedly refused the right to play golf at Range End Country Club in Dillsburg were presented in testimony given at a Commission public hearing June 3rd in York.

Witnesses included Phillip C. Evanson, former pastor of the Church of Christ in Camp Hill, who was a member of the Club; Samuel Briggery of Harrisburg, a Black man who said he was refused the right to play golf when he went to the Club as a guest of Rev. Evanson, and Donald Mackowski, Assistant to the Director of Compliance for the Commission, who said evidence

S. M. Briggery

P. C. Evanson

plaint against Range End, was to be taken by deposition.

The Commission will issue an order in the case based upon the recommendation of the Hearing Commissioners. The hearing panel was composed of Alvin E. Echols, Jr., Esq., of Philadelphia, who presided; E. E. Smith of Reading, and Emily W. Sunstein of Philadelphia.

PHRC's Caseload Is Record 3,200

For the fiscal year ending June 30, 1974, the Commission received a record number of 1,773 new cases, a 28% increase over the 1,383 new cases received the previous fiscal year.

The 1,455 employment-based cases accounted for 82% of the new cases. Of the remaining, 193 were housing, 107 public accommodations and 18 education.

A record number of cases, 1,337, were closed. This represents a 34% increase over the previous year's 995 closings.

The 1,009 employment closings represent 75% of the total. There were 226 housing closings, 83 public accommodations and 19 education.

Total caseload, a combination of new cases and pending cases, was set at 3,200 for the year. The fiscal 1974-1975 total caseload was up 32% over the total caseload of 2,422 in the previous year.

Total caseload does not include informal complaints and undocketed inquiries resolved by the Commission of which there were over 1,200 for the year.

PENNSYLVANIA Human Relations

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Commonwealth of Pennsylvania
Milton J. Shapp, Governor

Human Relations Commission

Joseph X. Yaffe, Esq., Chairperson
Doris M. Leader, Vice-Chairperson
Dr. Robert Johnson Smith,
Secretary

Elizabeth M. Scott,
Assistant Secretary

Alvin E. Echols, Jr., Esq.

Andrew G. Freeman

Robert W. Goode

E. E. Smith

Emily W. Sunstein

John P. Wisniewski

Homer C. Floyd,

Executive Director

PENNSYLVANIA Human Relations Report

Published Quarterly by the
PENNSYLVANIA HUMAN RELATIONS COMMISSION

WINTER, 1975

HARRISBURG, PENNSYLVANIA



Consuelo Rodriguez Jordan



Mary Dennis Donovan



Doris A. Smith



Benjamin S. Loewenstein

Shapp Names Four to Commission

The Commission began 1975 with four new Commissioners appointed by Governor Milton J. Shapp: Sister Mary Dennis Donovan, Director of Human Relations Education for the Pittsburgh Catholic Schools; Doris A. Smith, an attorney with Brown and Cotton in Pittsburgh; Consuelo Rodriguez Jordan, Chairman of the Spanish Department at Albright College in Reading; and Benjamin S. Loewenstein, an attorney with Abrahams and Loewenstein in Philadelphia. With the exception of Commissioner Donovan, whose appointment

was confirmed by the Senate, the new Commissioners are interim appointees.

Four persons who have been serving on the Commission several years also received interim appointments. They are: Attorney Alvin E. Echols, Jr., Executive Director of the North City Congress in Philadelphia; Doris M. Leader, a civic leader from York and national board member of the YWCA, who serves as Vice-Chairperson of the Commission; Elizabeth M. Scott of Pittsburgh, Personnel and Administrative Coordinator for KDKA-TV and Radio, who serves as Assistant Secretary of the Commission; and John P. Wisniewski of Pittsburgh, an analyst and planner for

the Allegheny County Model Cities Program.

The Governor accepted the resignations of Commissioners Andrew Freeman, Robert Goode and Emily Sunstein. Mr. Freeman resigned for reasons of ill health. Mr. Goode declined to be re-appointed and Ms. Sunstein's appointment had expired. They both cited professional reasons for not seeking another term.

The remaining three members of the Commission are Joseph X. Yaffe, Esquire, of Wyncote, Chairperson of the Commission; E. E. Smith of Reading, and Dr. Robert Johnson Smith of Elkins Park, who serves as Secretary of the Commission.

Shapp Vetoes Bill

In vetoing Senate Bill 1400 on December 27, 1974, Governor Shapp described the Bill as a measure aimed at crippling the State Human Relations Commission's school desegregation effort, and said it would only invite "the Federal Courts to dictate the very busing programs that the bill supposedly would prevent."

The Bill would have prohibited the assigning of pupils to any but the school nearest the pupil's home without parental consent.

Sympathetic organizations across the state were forceful and effective in requesting that the Governor veto the bill.

Disability Discrimination Banned, Right to Sue Added to PHR Act

Governor Shapp signed House Bill 921 into law on December 19, 1974, thereby creating Act 318 which broadens the Commission's jurisdiction to prohibit discrimination against the handicapped and disabled in housing, public accommodations and for non-job related handicaps or disabilities in employment. Since no funds have been appropriated for implementation of the new law, the Commission will have to implement at current staff levels.

Act 318 also changes portions of the Pennsylvania Human Relations Act which apply to all complainants. Complainants will have the right to take their complaints to the Courts of Common Pleas of the Commonwealth if the Commission dismisses the complaint or the Commission has not entered into a conciliation agreement to which the complainant is a party one year after the complaint was filed.

Meter 'Maids' Case on Appeal

Commonwealth Court has set aside the order of the Commission which directed the City of Beaver Falls to give police status to Marie A. Morrell and Laretta A. McConahy who were employed as parking meter attendants.

The two women, who were hired as a result of an ordinance authorizing the mayor to employ "women" to assist the police department in patrolling parking meters, also were required occasionally to search female prisoners, to direct traffic and to apprehend runaway children.

The Court concluded that these activities did not make the complainants police officers. The Commission is appealing.

Male Steno Loses Case

The Commission dismissed a complaint brought by Eric D. Bell of Chambersburg charging the Franklin County Vocational Technical School with sex and race discrimination. Following a public hearing in Chambersburg, the Commission said that while the school had irregular hiring and interviewing practices, it found no evidence of discrimination against Mr. Bell, who had sought a clerical position.

Affirmative Action Meet Draws 150

The Commission and more than 40 United Fund agencies in Central Pennsylvania met in September to hold a seminar on "Affirmative Action—a Component of Change."

Sponsored by the Commission, the Council for Human Services of Cumberland, Dauphin and Perry Counties, the Harrisburg Human Relations Commission and the Tri-County United Fund, the day-long session was one of the first programs in the state designed specifically to encourage and assist local agencies to adopt affirmative action plans.

In workshop sessions about 150 participants analyzed the implications of affirmative action for United Fund agencies—in terms of their employment practices, their board composition and their outreach into the community.

Commission Executive Director Homer C. Floyd was luncheon speaker. Other staff served as workshop facilitators and resource persons.

\$12,000 for Lady Trucker

Transit Casualty Insurance Company is appealing a Commission Final Order requiring the Company to pay over \$12,000 to a woman truck driver who lost her job because she was denied insurance coverage—as result of sex discrimination.

The Commission ordered Transit Casualty Insurance Company to compensate Nettie M. Renoll of R. D. 1, Manchester for her loss of earnings resulting from the unlawful conduct of the company.

The Commission's order follows a public hearing at which Ms. Renoll's testified that she was discharged from her job with Beverage Transportation Company of York as a result of being denied insurance coverage after a minor acci-

dent. She was 23 at the time.

The Commission found that Transit Casualty ignored a strong letter of support for Ms. Renoll from Beverage Transportation Company and found no evidence that any under-25 male drivers for the Company were denied insurance coverage after an accident.

The back pay awarded to Ms. Renoll represents the difference between what she would have earned (from the time she was denied insurance and was terminated by Beverage Transportation until the time another firm began providing insurance coverage) and the amount she actually earned in a sewing factory and as a school bus driver during that period.



Shown left to right are Clifford L. Jones, Vice President, Pennsylvania Manufacturers' Association; Homer C. Floyd, Executive Director, PHRC; Judge Max Rosenn of the U.S. Court of Appeals for the Third Circuit; Matthew Clayton, Esquire, Vice President, Smith Kline Laboratories; Joseph X. Yaffe, Esquire, Chairperson, PHRC, following a seminar held by the Commission and the Manufacturers' Association to improve communications and cooperation between both groups.

Exemptions Withdrawn Effective March 1, 1975

After March 1st of this year the Commission's new supplementary interpretation procedure will apply to employers granted exemptions over the years since 1956.

The Commission's action is a result of new regulations published in the July 13, 1974 issue of The Pennsylvania Bulletin regarding bona fide occupational qualifications. Under the new procedure, the staff of the Commission—upon request—issues a supplementary

interpretation, which is an opinion concerning the application of the law to the situation described by the employer. The issuance of a supplementary interpretation means that the Commission will not initiate a complaint in such a situation. If an individual files a complaint, the employer will be given an opportunity to prove that the job in question can be performed by persons of only one age group, sex, race, religion or ancestry.

Court Rules On Housing

Race Data Okayed

On December 4, 1974, Commonwealth Court confirmed a Commission final order which had been appealed by Van Buren Homes, Inc., Beaver, Pennsylvania. The Court upheld the Commission Finding that Van Buren's leasing policy discriminates against Blacks by restricting Blacks to units on two blocks separated from the rest of the development by a stream.

The Court also upheld the Commission in its remedy which required, in part, that Van Buren collect and make available to the Commission data based on race. This is a reversal of a Commonwealth Court decision issued October 5, 1974, in an appeal brought by Walnut Garden Apartments, Inc., Pittsburgh. In that decision, the court said the Commission had no power to require a landlord to keep records listing the race of apartment applicants, but upheld the Commission finding that Walnut Garden discriminated against Blacks as potential tenants.

Commonwealth Court, for the first time, affirmed the authority of the Commission to conduct housing discrimination tests in a case brought by J. Howard Brandt, Inc., appealing a Commission final order. While the Commission finding that Brandt was in violation of the Pennsylvania Human Relations Act and the requirements for remedies issued by the Commission were reversed, the court did address itself to the power of the Commission to conduct such tests and determined that the tests do not constitute entrapment.

Caseload Up

For the six months from July 1, 1974, to December 1, 1974, the Commission received 1,028 new cases and closed 599 cases.

Of the new cases, 825 were employment, 135 were housing, 58 were public accommodations, and 10 were education.

For the 6 month period, the Commission averaged 171 new complaints a month—compared to an average of 147 new complaints a month for the 1973-74 fiscal year.



Leo Lipner

Commission to Decide 'Good Friday' Question

The Commission is in the process of reviewing testimony and briefs submitted as the result of a public hearing in which Leo Lipner challenged the Bellefonte Area School District's practice of establishing Good Friday as a school holiday for its employees.

Mr. Lipner, a resident of State College and a teacher in the Bellefonte Area School District since 1964, alleges that the school district discriminated against him because of his religion, Jewish.

Mr. Lipner said the school district uses a school closing formula (school calendar) which grants holidays without pay in conjunction with the religious observance days of certain Christian sects. He claims the school calendar accommodates the religious requirements of these sects, but has an adverse affect on persons whose days of religious observance are not accommodated on the same basis.

Bellefonte Area School District denies any discrimination in violation of the Pennsylvania Human Relations Act.

ZIP CODES

Please include Zip Code information
with all change of address requests.

Chester Ruling Is "Landmark"

Numbers Prove Case

In another landmark decision arising in Chester, the Pennsylvania Supreme Court has fully upheld an order of the Commission which directs Chester Housing Authority to desegregate four racially-segregated housing projects.

The housing order is related to the previous landmark decision on segregated schools in Chester. The high court upheld the Commission's finding that racially-segregated housing projects aided and abetted racial segregation of public schools in the City of Chester.

In overturning an earlier ruling of Commonwealth Court which had struck down key provisions of the order, the Supreme Court stated that statistics on racial composition of tenants at the four projects provided substantial evidence of discrimination, as follows:

Project	Whites	Blacks
Lamokin Village	0	346
McCaffery Village	347	0
Bennett Homes	0	385
William Penn Village	20	257

The Commission's order, in part, requires Chester Housing Authority to stop renting units to Whites in McCaffery Village, or to Blacks in the other three projects until the racial composition of each project reflects the ratio of Black to White tenant families in all of the projects under the Authority's supervision.

The court noted that the Human Relations Act does not require that a particular number of unlawful acts must be proved before the commission may order affirmative action.

Pennsylvania Supreme Court denied Chester's petition for reargument. Chester has petitioned the U.S. Supreme Court for permission to appeal.

Court Okays Bowling League Demise

Commonwealth Court has upheld a Commission finding that the Loyal Order of Moose Lodge No. 145, Williamsport, Pennsylvania, had a bowling league which discriminated on the basis of race. The Lodge appealed the Commission order, which required that it keep the bowling league open and operate on a

nondiscriminatory basis. The Court held that the Lodge could discontinue the bowling league and said the Commission could not award damages to be held in abeyance pending a decision on the matter by the Pennsylvania Supreme Court.

PHRC School Desegregation Activities

The following is an update of school desegregation activities across the state:

NEW CASTLE

The Commission's reviewing and evaluating reports received from the New Castle school district which constitutes the balance of its desegregation plans. The material deals with in-service training of staff, intergroup education and minority history.

NEW KENSINGTON-ARNOLD

The Commission approved the balance of the New Kensington-Arnold school district's desegregation plan which deals with in-service training of staff, intergroup education and minority history.

PHILADELPHIA

Both the Commission and the Philadelphia School District have asked Commonwealth Court Judge Roy Wilkin-son, Jr. for an extension of the January 31, 1975, deadline for submitting plans for desegregating the Philadelphia public schools. The Judge approved an extension to May 30, 1975.

The Commission approved a consulting contract with Dr. Gordon Foster and Dr. Michael Stolee to develop a desegregation plan for the Philadelphia schools.

This is the second instance in which the Court asked the Commission to prepare a desegregation plan. The first instance was in the Erie School Desegregation case.

ERIE

On January 27, 1975, Commonwealth Court Judge Harry Kramer

ordered the Erie School District to draft a new desegregation plan within 45 days that will completely desegregate Erie schools effective September, 1975.

Erie had presented objections to the Commission-submitted plan. The court, however, found "acceptable" the constraints observed by the Commission in developing its plan and said Erie School Board should follow them and confer with Commission representatives in developing its own plan.

NORRISTOWN

On February 4, Commonwealth Court heard arguments in the Norristown School District appeal of the Commission's Final Order requiring desegregation of Norristown elementary schools by 1975.

Norristown is claiming that the Commission's recommended elements for school desegregation were not published as regulations in accordance with administrative agency laws.

The Commission contends that its recommended elements are flexible guidelines for achieving desegregation and not hard and fast rules.

UNIONTOWN

At the request of parents of pupils at East End School, the Commission voted to approve an agreement worked out by the parents and the Uniontown School Board to delay full implementation of the Uniontown school desegregation plan until the Fall of 1975.

Under the original plan, which was reluctantly approved by the Commission, predominantly-Black East End

School was closed and its pupils assigned to the other schools. The new agreement requires that both East End and a predominantly-White school be closed at the end of the 1974-75 school term.

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Assistant Secretary

Mary Dennis Donovan
Alvin E. Echols, Jr., Esq.
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E. E. Smith

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PENNSYLVANIA

Human Relations Report

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SUMMER, 1976

HARRISBURG, PENNSYLVANIA



Joseph X. Yaffe

Chairperson Given Brotherhood Award

Commission Chairperson Joseph X. Yaffe was honored during the Annual Brotherhood Week Luncheon sponsored by the National Conference of Christians and Jews in Philadelphia. Mr. Yaffe received the NCCJ's 1976 Brotherhood Award.

A partner in the Philadelphia law firm of Yaffe and Gould, Mr. Yaffe has been a commissioner of the Pennsylvania Human Relations Commission since 1960 and has served as chairperson of the state's anti-discrimination agency since 1974.

Commission Executive Director Homer C. Floyd said the selection of Mr. Yaffe for NCCJ's Brotherhood Award is a well-deserved recognition of Mr. Yaffe's services, not only to the Commission, but to many other humanitarian organizations.

Mr. Yaffe, who is a resident of Wyncote, also has served as vice-chairman of the International Association of Official Human Rights Agencies, as president of the Jewish Community Relations Council of Greater Philadelphia, as vice-president of the Fellowship Commission, as president of the Easter Seal Society of Greater Philadelphia.

Sandra Holman Williams Heads Philadelphia Office

Sandra Holman Williams became director of the Commission's Philadelphia Regional Office on June 15. In her position, Ms. Williams bears the responsibility for directing all aspects of the regional office operation. She succeeds Ishmael Johnson who retired. [See "Ishmael Johnson" on Page 3.]

Ms. Williams will direct the work of 48 persons with responsibilities for receiving, investigating and adjusting complaints of discrimination, as well as providing technical assistance. Her office has jurisdiction over activities to prevent and eliminate discrimination in Bucks, Chester, Delaware, Montgomery and Philadelphia Counties.

Prior to joining the Commission's staff, Ms. Williams had served as executive director of the North Central Community Organization in Philadelphia since 1972. In that capacity she administered the social action program. Her duties included working with local industries and financial institutions toward reaching goals relating to community development, affirmative action and corporate social responsibility.

Ms. Williams had spent 4 years with the Friends Neighborhood Guild of Philadelphia, where she organized neighborhood groups around community issues, provided outreach services to the West Poplar community, supervised Temple University's social welfare students and administered the Neighborhood Youth Corps program.

A graduate of Germantown High School, Ms. Williams earned a Bachelor of Science degree in Social Welfare Concentration from Temple University in 1968. In 1971 she received her Master of Social Work degree from the University of Pennsylvania, where her major

was Administration Concentration.

The human relations affiliations of Ms. Williams include membership in the local and national chapters of the Alliance of Black Social Workers, board



Sandra H. Williams

of directors of Ile Ife Black Humanitarian Center, Law Center North Central Advisory Committee, Philadelphia National Bank Advisory Committee on Women and board of directors of Regional Legal Housing Services.

Ms. Williams' other memberships and affiliations include the Fels Community Leadership Seminar Associates, Germantown Settlement Board of Managers, North City Congress Board of Directors, Onwards Incorporated Board of Directors, United Fund Community Development Review Committee and Young Women's Christian Association Mid-City Board of Directors.

Ms. Williams has had formal classroom and lecture experience with Temple University and the University of Pennsylvania.

Court Approves Pattern Remedy

Pennsylvania's Supreme Court has reversed a Commonwealth Court ruling which would have limited back pay and other relief only to persons specifically named as complainants in discrimination cases.

In the case of *Szul vs. Freeport Area School District*, the Supreme Court ruled that "nothing in the Act limits PHRC's power to investigate, conciliate or adjudicate depending upon the source of the complaint and nothing in the Act limits the remedy which PHRC may order depending on the source of the complaint."

Court Throws Out Form But Upholds Complaint

Commonwealth Court held in *PHRC versus St. Joe Minerals Corporation*, that the Commission did not have the power to issue interrogatories enforceable in the court. Interrogatories are detailed questionnaires through which the Commission obtains information about a respondent. The Commission is appealing the decision and has asked the Pennsylvania Supreme Court to permit the lower court ruling to be held in abeyance pending the outcome of the appeal.

In the meantime, the Commission is exploring alternative methods for securing the necessary information currently being obtained through interrogatories. In a more positive vein, Commonwealth Court found the complaint in *St. Joe Minerals*, which was largely based on statistics, sufficiently particular to meet the standards set in the *U.S. Steel* case.

Jehovah's Witness Case Heard On Issue of Raising U.S. Flag

Charles R. Gavin of Monesson, alleged that a Monongahela employer discharged him because of his religion, Jehovah's Witness, when he refused to raise or lower the American flag. The charges were made at a public hearing in Washington County.

Commissioner John P. Wisniewski of Pittsburgh presided over the hearing at which Gavin alleged Peoples Natural Gas Company had violated the employment provisions of the Pennsylvania Human Relations Act.

Peoples Natural Gas denies being in violation of the State's Anti-discrimination Law.



The Pennsylvania Human Relations Commission is pictured in a 20th Anniversary portrait. Seated (left to right) are Homer C. Floyd, Executive Director; Commissioner Robert Johnson Smith; Commissioner Doris M. Leader, Vice-Chairperson; Commissioner Joseph X. Yaffe, Chairperson, and Commissioner Elizabeth M. Scott, Secretary. Standing (left to right) are Commissioner John P. Wisniewski, Assistant Secretary; Norman L. Hahn, Deputy Director; Commissioner Alvin E. Echols, Jr., Commissioner E. E. Smith, Commissioner Mary Dennis Donovan, C. S. J., Commissioner Consuelo Rodriguez Jordan, and Commissioner Benjamin S. Loewenstein. Absent when picture was taken: Commissioner Doris A. Smith.

Club Accepts Order; Invites Blacks Back

Range End Country Club, Inc. of Dillsburg has eliminated racially-exclusionary membership and admission policies and has opened the facilities of the golf club to all persons regardless of race, sex, religion or national origin.

Charges of discrimination—which resulted in more than five years of protracted and procedurally-complex litigation—were resolved recently by the Commission when it approved an Amended Final Order closing two complaints against the club.

Range End has withdrawn its appeal of a 1974 Commission order which had been scheduled for hearing by Commonwealth Court and has agreed to abide by the terms of the amended order.

Under the new order, the club is required to invite Robert C. Ford, Phillip C. Evanson, and Samuel M. Briggery to become members at the fee they would have been charged had they been accepted when they originally applied, and to renew their memberships for four years.

Mr. Evanson is a White minister who—as a member of the golf club at the time—had invited Mr. Briggery, a Black man, to be his guest for golf. Mr. Ford, a Black man, filed a separate complaint based on his own experience in being denied an opportunity to play golf at the club.

Under the amended final order,

Range End also is required to notify all of its employees to cease and desist from any unlawful discriminatory practices on the golf course and at all related facilities.

The Commission further required Range End to advertise its membership policy in the Carlisle "Sentinel" once a week for two consecutive weeks, stating that membership is "open to all individuals regardless of race, sex, religion, or

Officers Elected

At its February meeting the Commission voted to re-elect Doris M. Leader of York as Vice Chairperson.

Elizabeth M. Scott of Verona succeeded Dr. Robert Johnson Smith of Elkins Park as Commission Secretary. John P. Wisniewski of Pittsburgh was elected to the seat vacated by Commissioner Scott.

national origin."

To satisfy all claims for compensation and expenses, Range End was ordered to pay Mr. Ford \$600 and Mr. Briggery \$500. Mr. Evanson said he was satisfied with a change in club policy and desired no compensation.

The case in behalf of the complaints was presented by Roy Yaffe, Assistant General Counsel for the Commission.

Procedural Regulations Adopted

The Commission promulgated and published proposed regulations for proceedings before the Commission in the *Pennsylvania Bulletin*. Copies of the regulations were shared with the presidents of local bar associations, the state bar and civil rights groups. A public hearing was held on May 20 in the Commission's headquarters office.

The hearing panel was chaired by Commissioner Loewenstein with Commissioners Doris Smith and E. E. Smith. The regulations explained all the procedures involved in processing a complaint, from the initial contact made with the agency through the court appeals procedure.

At its May meeting the Commission

made several non-substantive modifications and voted unanimously to adopt the revised regulations on proceedings before the Commission.

All proposed regulations are published in the "Pennsylvania Bulletin." The Commission welcomes comments and suggestions.

APPOINTMENTS CONFIRMED

The Pennsylvania Senate confirmed the appointments of five Commissioners. Joseph X. Yaffe, Chairperson of the Commission was confirmed to a term of office which expires February 21, 1979. Mr. Yaffe is from Wyncate.

Dr. Robert Johnson Smith of Elkins Park and E. E. Smith of Reading were both appointed to terms which expire February 21, 1980.

Doris M. Leader and Benjamin S. Loewenstein were confirmed to new terms which expire February 21, 1981.



Ishmael R. Johnson

Ishmael Johnson Leaves PHRC Post

Ishmael R. Johnson, who served with the Commission for 16 years, was feted with a retirement party in Philadelphia on April 2. The event attracted his friends and co-workers from across the state—and some from out of the state. Family members crossed the nation in order to be with him that evening.

Several hundred well-wishers participated in the warm, moving, and sometimes humorous process of bidding farewell to Mr. Johnson. Elizabeth Henderson, former Deputy Director of the Commission, delivered an address in which she recapped his long and distinguished career. He served as director of the Philadelphia Regional Office of the Commission for 10 years.

Chairperson, Joseph X. Yaffe, Marlene Goss of the Philadelphia regional staff and others mixed their farewells with praise for Mr. Johnson's contributions and sorrow at his departure. Hamer C. Flayd, executive director, presented Mr. Johnson with a citation from Governor Shapp and a plaque from the staff.

Eviction Case In Wyomissing

The Commission heard the allegations of Dorothy McHenry, charging that Charles and Edna Facht of 434 North Wyomissing Blvd., Wyomissing had evicted her from her apartment because she was visited by a Black man.

Charles and Edna Facht, owners of the apartment, deny having violated the Pennsylvania Human Relations Act.

The hearing panel was comprised of Commissioners Doris M. Leader of York, who presided, Consuela Rodriguez Jordan of Reading and Dr. Robert Johnson Smith of Elkins Park.



Professor Jose Rivera of the Rutgers University Law School conducting a seminar session for members of the Pennsylvania Human Relations Commission in May.

Court's 'Commercial' Housing Decision Appealed by PHRC

Commonwealth Court overturned the Commission's order in Vega versus the Borough of Bendersville when it ruled that 'commercial' housing means housing for sale or rent, but not housing that is held by its owner for his or her use.

Mr. Vega had been denied a sewer license which was necessary for him to build a house and store on his property. The Commission had found the borough guilty of discrimination because of national origin in not granting a license to Mr. Vega by applying standards to him that had not been applied to others. The Commission also found that same problems accrued as a result of language difficulties.

While the Commission is appealing the decision, it will continue to process similar complaints and will advise potential complainants of the Commonwealth Court ruling.

Women Win Equal Wage As Court Upholds Order

Women clerical employees of Hempfield Township in Westmoreland County will receive annual wage increases equal to annual wage increases given the township's male road maintenance workers as the result of action by the Pennsylvania Human Relations Commission which was upheld by Commonwealth Court.

Hempfield Township lost its appeal of a Commission order which required the township:

- to cease and desist from discriminating on the basis of sex
- to pay Carol Murray Westwood and Mildred Kreinbrook Nist, the two complainants in the case, a sum equal to the wages lost by not receiving non-discriminatory wages from 1970 to 1973, with interest
- to adjust the present wage scales for clerical employees so that present wages reflect annual increases since 1969 equivalent to those received by road maintenance workers
- to compute the amounts involved within 30 days

The legal argument for the Commission order was presented by Elisabeth Shuster, Assistant General Counsel in the headquarters office.

Court Gives Philadelphia Aug. 1 Deadline for Plan

Commonwealth Court rejected the proposed desegregation plan submitted by the Commission which required busing for no more than 45 minutes to achieve desegregation, and the questionable plan submitted by the school district which called for a merger with the surrounding suburban counties.

The Court decided to have the school district devise its own plan under directions which would exempt some 150 schools which were included under the Commission's proposed desegregation plan. The school district, which has had 4 opportunities to submit a plan that meets the Commission's guidelines, was given until July 1 to comply with the Court's order, and later, to August 1.

The task force was scheduled to submit a plan by May 15 and did not meet that deadline.

Girls Tennis Team Coach Gets \$ \$

The Commission ordered the Millcreek School District in Erie County to equalize payments to male and female coaches with similar duties and to pay \$610 to a woman tennis coach whose complaint was the basis of the Commission's decision.

The Commission order directed the school district to cease and desist from discriminating on the basis of sex in the amount of supplemental wages it paid to Linda Jean Richards and all other female coaches. The order required Millcreek to adjust the supplemental wages of the women so that they are equal to the supplemental wages paid their male counterparts.

The amount paid Ms. Richards represents the difference between the amount she received in supplemental wages as coach of the girls' varsity

tennis team in 1972-73 and 1973-74 and the amount of supplemental wages she would have received had she coached the boys' varsity tennis team during that period of time.



Ideas were shared by (Left to Right) PHRC Chairperson Joseph X. Yaffe, PHRC Executive Director Homer C. Floyd and Professor Alfred Blumrosen, of the Rutgers University Law School, during a May seminar for Commissioners.

Pennsylvania Human Relations Commission

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PENNSYLVANIA

Human Relations

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Commonwealth of Pennsylvania
Milton J. Shapp, Governor

Human Relations Commission

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Doris M. Leader, Vice-Chairperson

Elizabeth M. Scott,
Secretary

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Homer C. Floyd,
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pa human relations report

SUMMER 1977

WORKLOAD REPORT

The figures are in. The annual report is off the press. Some of the highlights for the 1976-1977 fiscal year are as follows: PHRC workload was up 29% over the previous year with a record 8,379 formal and informal complaints; active caseload (new cases plus cases under investigation from the previous year) was up 19% to 5,369 formal complaints; the 2,080 new complaints received was a 17% increase over the previous year; informal complaints were up 53% over the previous year to 3,010; case closings were up 32% over the previous year to 1,611 and 3,850 contract compliance reviews were conducted.

The figures show employment complaints for the 1976-1977 fiscal year were up 14% over the previous year. The accelerated increase is attributed, in part, to the economic recession.

While the rate of sex discrimination complaints in employment remained about the same, handicap and disability complaints in employment were up 67% over the previous year.

Of the 2,080 new complaints filed during the report year, the basis for the allegation, number of cases and percent of total were as follows:

Race or Color	805	39%
Sex	505	25%
Multiple	251	12%
Handicap/Disability	232	11%
Age	183	9%
National Origin	59	3%
Religion	30	1%

Significant gains were noted. As a

result of contract compliance reviews which revealed problems of non-compliance with non-discrimination requirements, 34 women and minority persons were hired. Their combined annual income is set at \$416,000.

The Affirmative Enforcement Project, which processes major pattern and practice cases, reported employment of 607 women and minority persons at a dollar value of \$3,184,051 for the year under conciliation agreements. The Compliance Division reported on 269 adjustments involving cash awards and damages totalling \$877,265. In addition, 129 jobs, five houses and three apartments were secured for complainants.

INSIDE NOTES

The 11-member Commission is minus one member following the return to Puerto Rico of Consuelo Rodriguez Jordan.

The appointment of Raquel Otero de Yiengst of Sinking Spring was announced by Governor Milton J. Shapp after the name of Henry C. Fernandez of Lancaster had to be recalled. His name was withdrawn when it was learned he would be unable to serve. Mrs. Yiengst must be confirmed by the Senate.

The Governor also recommended the reappointments of Mary Dennis Donovan C.S.J. of Pittsburgh and Alvin E. Echols, Jr. of Philadelphia. Both reappointments were confirmed by the Senate on July 18, 1977, by a vote of 49-0. Their terms expire February 21, 1982.

EMPLOYER EXAMS TESTED

BY HOMER C. FLOYD

Ten or twenty years ago, most people accepted the results of intelligence testing, such as I.Q. tests, at face value. Then it was noticed that I.Q. scores can vary depending on a person's age, cultural background, and so on. Today, there is a healthy skepticism about the results of I.Q. tests.

In employment testing many employers are still taking test results at face value and using them as a basis for making hiring decisions. This is particularly true in State and Federal Civil Service where applicants are ranked precisely according to written test scores and a score of ninety may qualify for hiring while eighty-nine might not. Only occasionally, is it possible for a test maker to show that such small variations actually predict different degrees of success in performing the job.

A more important problem with employment testing is relating the skills, knowledge and ability which the test attempts to measure to the actual duties of the job. Often, written tests measure things which have nothing at all to do with successful job performance. For example, many tests rely heavily on questions requiring arithmetical computation skills. On the job, such problems are actually solved, if at all, by using calculators, adding machines, or even computers.

(continued on following page)

Another problem is that test makers often fail to correctly determine what the job actually involves. A test maker may assume that a job requires the ability to read at a 12th grade level, where it actually requires an 8th grade level or a college graduate reading level. Or a test maker may assume that mathematical skills are half the job (making half of the test questions mathematical questions) where in fact the employee actually uses math only occasionally and then always under careful supervision. Such errors in analyzing the duties of a job can make even the best test utterly useless in predicting job performance.

Another common problem is that test makers attempt to measure theoretical things like "ability to analyze and solve problems" which cannot really be measured in the abstract. A person may be quite capable of talking his way out of a speeding ticket but incapable of choosing the correct answer on a multiple choice test, whatever the question may be. Also, no one really knows whether the human mind uses the same process to analyze the problem faced by a bricklayer whose mortar is too crumbly as it uses to analyze the problem faced by a carpenter whose frame is not square, to cite just one example. Even the simplest types of reasoning are probably quite complex and very difficult to measure. And tests do not measure motivation -- the time and effort expended by specific individuals who want to achieve and succeed.

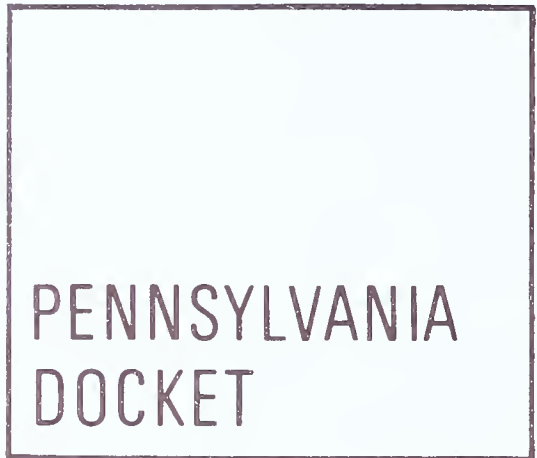
The Pennsylvania Human Relations Commission doesn't care what kind of test an employer uses as long as the results are not discriminatory in violation of the Pennsylvania Human Relations Act. However, when a test excludes women or Blacks from jobs or promotions at a higher rate than men or Whites, or prevents handicapped persons from securing jobs they are actually qualified to perform, the Commission demands that the employer prove that the test actually predicts job performance.

Another concern of the Commission is that some tests are still discriminatory on their face. This is especially true with unwritten tests and selection techniques such as oral interviews. Women may be asked their plans for marriage and childbearing, while men are not. And even if both men and women are asked the same questions, the answer may be interpreted differently.

We believe that such subtle forms of overt discrimination contribute significantly to the exclusion and underutilization of women and minorities

in many occupational areas, but that many of the people who fall victim to such practices are not aware of their rights under State law which requires that a complaint must be filed within ninety days after the discriminatory act.

The Commission accepts and is authorized to file its own charges against consulting firms and companies which make up tests, as well as employers who use them with discriminatory results.



Pennsylvania Docket is a collection of news items about Pennsylvania cases in federal and state courts. Suggested items for inclusion in the column should be sent to the editor of the **Human Relation Report** at the Pennsylvania Human Relations Commission, 100 North Cameron Street, Harrisburg, Pennsylvania, 17101.

FEDERAL DISTRICT

The Commission, in conjunction with its investigation of complaints against Westinghouse, asked the court to require the U.S. Department of Defense to produce documents as required by the Freedom of Information Act. Before the court could act, Defense agreed to provide some of the information, which the Commission had also subpoenaed, and Westinghouse obtained a restraining order from another district court to keep Defense from releasing the data.

The Justice Department has jumped in on the side of disclosure to state agencies. Just how this first effort on the part of a state agency to use the Freedom of Information Act in this manner will turn out is anybody's guess.

• • •

After filing a brief on behalf of the

plaintiffs in Appeals Court in **Residents Advisory Board v. Rizzo**, the Commission was pleased when the court found racial discrimination in the halting of the Whitman Park Townhouse Project and ordered its construction.

The potential for ending patterns of housing segregation was diminished, however, when the Appeals Court vacated a portion of the District Court ruling which required the city's housing authority to submit a plan to promote integration of all public housing in Philadelphia. Appeals to the U.S. Supreme Court will likely add to the already five long years of delay faced by low-income persons awaiting construction.

PENNSYLVANIA SUPREME COURT

In **Richards v. Millcreek School District**, an equal pay case, the ruling of Commonwealth Court was set aside and the case returned for further proceedings. The lower court had overturned a Commission order requiring the district to equalize payments to male and female coaches with similar duties and provide back pay. The state's top court found the Commission's order was supported by "substantial evidence."

• • •

The Commission's successful bid to Commonwealth Court to uphold the rights of pregnant women to disability benefits in **Anderson v. Bucks County Area Vocational Technical School** is being appealed.

• • •

The Commission appealed a Commonwealth Court ruling which gave the School District of Philadelphia until February, 1980, to implement a strictly voluntary school desegregation plan. Arguments were scheduled for January, 1978.

• • •

The Pittsburgh School District appealed a lower court ruling which upheld a Commission final order on school desegregation. A decision is awaited.

MAILING LIST UPDATE FORM

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(A limited supply of the Summer 1977 Human Relations Report is available for distribution in small quantities upon request.)

COMPLAINTS SETTLED

The following is a sampling of cases closed during 1977:

A woman who alleged her employer paid male inventory clerks more money for performing the same work as female inventory clerks received a \$6,000 settlement when her complaint was conciliated...A woman's charge that she was denied a promotion because of her race, Black, resulted in her receiving her promotion and over \$6,000 in back pay when her complaint against a state agency was conciliated...Tenure was awarded to a Taiwanese man who alleged discrimination because of national origin...A woman received over \$2,000 in back pay and the employer changed to a non-discriminatory leave policy for pregnancy-related disabilities...A woman's charge of discrimination because of her handicap -- sugar diabetes -- resulted in a settlement which required she be granted a regular lunch hour and sufficient time off for medical leave...Two Black women's charges of race discrimination were settled when the township amended its zoning ordinance to permit mobile homes in a new residential zoning classification...A woman who charged credit discrimination against a clothing store received two credit cards in her own name...A New York couple of Puerto Rican Ancestry was reimbursed for a night's lodging and theft of personal belongings by a Pennsylvania hotel...A 49-year-old victim of age discrimination was reinstated into his \$17,900-a-year position with an insurance company...Charges of age and sex discrimination filed by a 53-year-old woman were settled when she received \$4,000 in past disability benefits and \$2,000 in projected disability benefits for 18 weeks...Charges of racially discriminatory demotion filed by a Black man were resolved and he received \$1,300 in back pay from the state agency which employed him...A Black man who was discharged by a Clearfield company was immediately rehired...A discharged Black corrections officer who charged the action was discriminatory received

\$7,000 in back pay...A discharged Black woman who alleged her discharge was due to race discrimination received \$1,400 in back pay...An Italian man who alleged he was discharged because of his Ancestry was reinstated into his \$15,800-a-year-job...A handicapped man who alleged discriminatory refusal-to-recall received a settlement of \$4,500...A woman who alleged she was refused a job because of her sex was hired into the \$14,144-a-year position she had sought...A 53-year-old man discharged because of age discrimination was reinstated into a \$20,000-a-year job...A waitress who charged discriminatory recall from layoff was recalled and the manager responsible for the action was terminated...A Black man who was refused a loan received a loan for \$2,500.

CIVIL RIGHTS BRIEFS

Civil rights Briefs is a collection of items about people, places, events and issues of local, statewide and national interest. Suggested items for inclusion in the column should be sent to the editor of the *Human Relations Report* at the Pennsylvania Human Relations Commission, 100 North Cameron Street, Harrisburg, Pennsylvania, 17101.

"Equal Opportunity in Housing" is a 12-minute sound and slide presentation produced by the National Association of Realtors and available through local Realtor groups...Commission Affirmative Enforcement Project Director Harriet J. Ehrlich is working with a national advisory committee to develop strategies for litigating issues of occupational health hazards affecting women. She's interested in any pertinent research--whether completed or in progress...What the U.S. Supreme Court will decide about affirmative action in Bakke and how farreaching its impact will be has become one of the most talked about issues in civil rights...The International Association of Official Human Rights Agencies presented Commission head Homer C. Floyd with an award for more than 10 years of outstanding service as an executive director...Pennsylvania's Commissioner of Aging, Robert Benedict, was named U.S. Commissioner of Aging.

REDLINING

The Commission is involved in a new program to develop a strategy for combating systemic discrimination in home financing. The program, designed for use by state agencies, utilizes data obtained through the Federal Mortgage Disclosure Act to attack problems of women and minorities.

Called ALNA, after A.L. Nellum and Associates, the project is funded by the U.S. Department of Housing and Urban Development. The Commission is collecting data on large banks, savings and loan organizations, mutual savings banks and other large financial institutions.

In order to develop the strategies state agencies might use to combat housing discrimination, the Commission is studying the lending behavior of the institutions as it relates to mortgages and housing loans.

Any interested group or individual can assist the Commission by providing data to the Housing Director, PHRC, 100 North Cameron Street, Harrisburg, Pennsylvania, 17101, on the following:

- financial and quarterly statements issued by financial institutions to their depositors which are often made available to the public on counters within their offices;
- newspaper, magazine, newsletter and periodical articles about financial institutions;
- studies, surveys and research papers about financial institutions;
- the names and addresses of people who have encountered problems with financial institutions and, if possible, a brief idea of the nature of the problem and name of the institution;
- names of friends or associates who are employed by financial institutions and can provide information and, if possible, the address and phone number of the individual and name of the institution.

The one year project is scheduled for completion May, 1978. PHRC was one of 10 state agencies selected to participate in the demonstration project.

AGE BIAS

Allegations of age discrimination have risen sharply over the last three years. Discrimination because of age only or age plus another factor was alleged in 12% of the 2,080 complaints filed in the fiscal year ending June 30, 1977, as compared to 10% the previous year and 8% in 1974-1975.

Of the 246 age allegations filed in fiscal 1976-1977, 80% of the charges were on the survival issues of dismissal and refusal to hire. The breakdown was as follows:

Dismissal	52%
Refusal to Hire	28%
Terms, Conditions, etc.	13%
Refusal to Promote	6%
Referral, Retaliation	1%

The agency closed 59 age-only complaints in 1976-1977. In 64% of the closings a formal finding was made -- upholding the complaint in 11 cases and not upholding the complaint in 27 cases. Of those cases closed administratively, 17 cases were closed for lack of jurisdiction and four cases were closed because the

complaint was withdrawn by the person who filed the charge.

The Commission is not empowered to process complaints of age discrimination where the individual is over 62 years of age or was forced to retire at a specific age under the terms of a bona fide retirement or pension plan.

The Commission worked closely with the Office of Aging in the Department of Public Welfare to draft proposed legislation which would comprehensively address the problems of age discrimination and introduce a number of across-the-board changes into the Pennsylvania Human Relations Act. Copies of the proposed amendments can be obtained by writing to the Legislative Liaison, PHRC, 100 North Cameron Street, Harrisburg, Pennsylvania, 17101.

Commission Executive Director Homer C. Floyd has identified policies and practices which force middle age or older workers out of their jobs through early or forced retirement or outright dismissal in order to achieve economies due to the economic recession as "perhaps the most serious problem facing older workers today."

The proposed age amendments were approved by groups espousing the cause of workers and submitted to Senator Michael A. O'Pake of Reading, who chaired the Committee on Aging and Youth prior to recent changes in Senate committee assignments. Senator Thomas M. Nolan of Pittsburgh currently chairs the committee.

The proposed age amendments, along with two changes proposed by labor, were put into Senate Bill 678 by the

committee in October. The bill was sent to the Senate and returned to the committee the same month. Senate Bill 678 is supported by, among other groups, the Coalition Against Mandatory Retirement and Age Discrimination in Employment, state NAACP, state National Council of Jewish Women and the Pennsylvania Equal Rights Council.

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pa human relations report

FALL/WINTER 1977-1978

COMPLAINTS BY INDUSTRY

- Retail trade complaints went up to 8% in 1976-77 from a low of 6% in 1973-74.
- Transportation complaints jumped to 8% in 1975-76 from 5% the two previous years and dropped back to 6% in 1976-77.
- Construction complaints dropped from 3% in 1974-75 to 1% in 1976-77.

Very little change was evident in the following industries: chemical and allied products (including petroleum and plastics), non-specified manufacturing industries, wholesalers, communications, hotels, and finance and insurance. Approximately 1% or less of the employer respondents could not be categorized each year.

PHRC looked at the new employment complaints filed in the past fiscal year and the three previous fiscal years to see if there were any trends developing within specific types of industry. The agency found, amongst other things that:

- More complaints were filed against employers who are not in manufacturing in FY 1976-77 (69% of all employers) than in FY 1973-74 (61% of all employers).
- State and local government, including public employment agencies, lead in each of the four years with a high of 20% in 1975-76 and a low of 15% in 1973-74.
- The biggest jump was in complaints filed against service rendering organizations — which includes private employment agencies and labor organizations. As a percentage of all employer respondents, this category went from a low of 9% in 1973-74 to a high of 15% in 1976-77.
- Nonpublic hospitals and institutions were up to a high of 9% in 1976-77 from a low of 6% the previous year.
- Food and kindred products dropped from 8% in 1973-74 to 3% in 1976-77.
- Restaurants dropped from 7% in 1973-74 to 3% in 1976-77.
- Electrical machinery, equipment and supplies dropped from 7% in 1973-74 to 5% in 1976-77.

COMPLAINTS SETTLED

Below is a sampling of cases that PHRC closed. This brief account does not name the parties to a complaint which has been conciliated in compliance with a confidentiality provision in the law. However, confidentiality does not apply to cases which reach the public hearing stage.

A Harrisburg-area bank agreed not to conduct discriminatory interviews when married couples apply for joint checking accounts. The husband was asked to supply employment and social security information while the wife, who filed the sex complaint, was not...The Commission initiated and settled a complaint against a township which used as a minimum qualification for the position of "patrolman" the requirement that the applicant's sex be male.

A charge that a state agency refused to grant childrearing leave to a man because of his sex won the man the right to take such leave. Although the Commonwealth held it does not grant childrearing leave, the man showed that its "maternity leave" policy for women included time for rearing a child... A woman's allegations that a public utility refused to hire her and other women into four different positions resulted in agreement to numerous changes in recruiting and hiring practices and a cash settlement of \$1,918.30.

In separate cases involving discrimination because of age (41) and sex (female) the Commission lacked jurisdiction over the employers because

TENSION INVESTIGATION

The Commission conducted three days of public hearing in Abington Township to take testimony regarding racially and religiously motivated acts of harassment, intimidation and violence.

The hearing, according to Commission Chairperson Joseph X. Yaffe, "enabled us to gather information from which to develop recommendations for possible resolution of the problem." Mr. Yaffe did not think the concerns of many Black and some Jewish families in certain areas of the township could be resolved without great effort on the part of local officials and residents.

The Commission's report and recommendations were officially released at a news conference in Abington Township on March 31, 1978.

(Continued on the following page)

each had less than four employees. . . A nursing service brought its pregnancy leave policy into compliance with the Commission's regulations after a complaint.

While a 60-year-old was hired into the job he was refused, a 61-year-old declined the position because he had obtained other work. Both charged they were victims of age discrimination. . . A university settled a charge of discrimination because of race (Black) by promoting the complainant into an administrative position.

A charge of forced resignation because of race (Black) was dropped because it had not been filed within 90 days of the date of the allegedly discriminatory act. . . A store was required to publish a display ad apologizing for its discriminatory "Men's Night" promotion. "We did not intend our actions to be sexist in any manner" the ad said, in part.

A \$2,500 settlement was paid in a refusal-to-rent because of race (Black) charge filed against a Pittsburgh-area broker and developer. . . A freight company agreed to set rates of pay for positions based on the amount of skill, effort and responsibility required by the job — not on the sex of the employee, after two women charged they were paid less than male co-workers for substantially the same work because of their sex. The women, each of whom filed a separate complaint, also received cash settlements.

A letter of reprimand was removed from the personnel file of a complainant who charged discrimination because of race (White). . . The sum of \$1,101 was paid to a complainant from York who charged discriminatory conditions of employment because of race (Black).

A life insurance company paid \$2,700 to a woman who was terminated after taking childbearing leave, not guaranteed reinstatement into the same position she held or a similar one and not provided with her accrued personal illness leave while not placing the same restrictions on temporarily disabled male employees. The same company also paid \$2,700 to another woman who was also denied reinstatement following pregnancy disability leave.

A state agency agreed to refer a woman to any available brake-coupler jobs after she charged sex bias. . . A Spanish woman's allegations of discriminatory practices because of ancestry and sex were settled when the baking company agreed, among other things, to furnish new style uniforms to its employees.

Promotion to a professional position was won by a complainant who alleged the promotion was denied because of race (Black) and past handicap (Cerebral Thrombosis). . . The sum of \$50 was paid to a complainant who was refused an apartment because of race (Black). . . The sum of \$1,000 in severance pay was paid to a 53-year-old who alleged discriminatory discharge because of age.

A Mexican-American was granted the vacation he alleged a Midland company had not granted because of his national origin. . . Goals and timetables for occupancy by Blacks and Spanish-surnamed persons were agreed to by apartment owners charged with discrimination because of race and national origin in three separate actions.

Two hundred dollars in compensation for expenses and changes in employment practices were the result of allegations of discrimination because of handicap, (sugar diabetes), filed by a complainant after the company refused her the job but did not make an effort to find out if her disability would substantially interfere with her ability to perform the essential duties of the job involved. . . Three members of the women's auxiliary of a sports and social club obtained constitution and bylaw changes necessary to having full advantages and privileges of membership.

A refusal-to-rent because of interracial marriage charge filed by a Wilkes-Barre couple was resolved. . . A charge of discriminatory discharge because of race (Black) and a complaint of bias because of age (60), were both dismissed because they were not filed within 90 days of the alleged act.

A charge of discriminatory discharge and rehire policies because of race (Black) was resolved when the complainant was rehired by the trucking company into a position paying from \$6.50 to \$8.00 an hour — depending upon the products being hauled. . . The sum of \$3,500 in lost income and retroactive benefits was paid by a restaurant to a complainant who alleged she was not recalled to her assistant manager's position, which was given to a man with no experience, because of her sex (female), age (45) and past disability, (a mastectomy).

The sum of \$5,000, reassignment to a staff assistant position paying \$15,240 from a clerical position paying \$12,168 and a guarantee that there would be no clerical duties assigned in the new position were agreed to in settlement of a woman's charge of sex discrimination.

CIVIL RIGHTS BRIEFS

Civil Rights Briefs is a collection of items about people, places, events and issues of local, statewide and national interest. Suggested items for inclusion in the column should be sent to the editor of the *Human Relations Report* at the Pennsylvania Human Relations Commission, 100 North Cameron Street, Harrisburg, Pennsylvania, 17101.

The Commission on Women recommended to the Governor a legislative package of 26 bills aimed at amending 163 statutes of sexism. A brief summary of the proposed legislation is available from the Commission, Room 512 Finance Building, Harrisburg, Pennsylvania.

"Men and minorities encouraged to apply" is the affirmative hiring phrase used by the American Civil Liberties Union in a handout advertising an open staff counsel position on its Women's Rights Project. . . Twenty-four federal departments and agencies were given 45 days in which to submit their overdue plans for enforcing the law requiring compliance with nondiscrimination in federally-funded programs.

The Harrisburg Housing Authority has announced its intention to continue following the terms of its agreement with the Commission beyond the already reached expiration date. . . Oklahoma Representative Cleta Deatherage lost her bid to require that men obtain written consent before engaging in sexual intercourse with women and that women be provided with a warning about the risks of pregnancy and health hazards of childbirth before they grant such consent. Her proposed amendment to an anti-abortion bill was defeated 78 to nine.

Blair County Advisory Council (to PHRC) member Shirley Maher was named handicapped Pennsylvanian of the year. . . If you can design a practical program for achieving economic justice for homemakers, write to Professor Genovese at Babson College, Babson Park, MA 02157 for details about their contest. The winning entry gets a \$3,000 prize. . . An article by the Executive Director on employment testing (PA. HRR, Summer, 1977) was digested by a national publication for public personnel

administrators which told its readers to "validate your tests"... A federal appeals court reversed a lower court's ruling in a race discrimination complaint against a Florida realty firm because it didn't order sufficient relief. The higher court required "comprehensive affirmative action."

Federal legislation barring exclusion of pregnancy from disability income plans is still in the works, while a prohibition against forced retirement for those under 70 was signed into law... The qualified immunity from damage claims usually granted for official conduct wasn't applied to the superintendent and members of a public school board who continued to pay Black teachers lower salaries after a dual school system was unified... More than 600 teachers and other workers will share in an unequal pay settlement of some \$650,000. The church-operated schools used a head of household pay differential.

INSIDE NOTES

Governor Milton J. Shapp's appointment of Raquel Otero de Yiengst to the Commission was confirmed by the Pennsylvania Senate on January 31, 1978. The vote was 45 - 0.

A Bilingual Programs Developer for the Reading School District, Commissioner Yiengst has served on the Commission for Women, Governor's Council on Behalf of the Spanish Speaking, the Farm Labor Commission and the state's Bilingual Committee. She has been on the board of Mental Health and Retardation, Human Relations Council, Spanish Council, Family Guidance and Model Cities.

Her professional background is primarily in bilingual education and counseling. She also writes a weekly newspaper column, has a radio program and lectures on Puerto Rican culture.

She received a Bachelor's degree in home economics from St. Mary College in Xavier, Kansas, a Master's degree in guidance and counseling from Kutztown State College, and took advanced work at

both the University of Puerto Rico and Penn State University.

Mrs. Yiengst, whose term expires February 21, 1982, resides in Sinking Spring with her husband and daughter.

PENNSYLVANIA DOCKET

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COMMONWEALTH COURT

"...A qualified individual was denied employment for reasons not reasonably connected with the efficiency or safety of the employer's business" concluded the court when it upheld the Commission's order, on appeal, in Luzerne County Community College v. PHRC and Joan S. Skurnowicz.

The reasons the college offered for hiring a man instead of Dr. Skurnowicz had to do with qualifications, residency and salary. But the Commission found the complainant had two advanced degrees and teaching experience in the required areas, while the man who was hired only had a degree in an area not directly related to the subjects to be taught and no teaching experience at all; that Luzerne County residency was not a requirement for employment which had been applied to other employees; that there was no substance to the claim that Dr. Skurnowicz would have cost the college \$500 more than the male who was hired — salary wasn't even discussed with the complainant.

The Commission order required the college to give Dr. Skurnowicz \$3,500 in back pay and hire her into the next available position for which she qualifies.

...

The Mars Community Boys Baseball Association is appealing a Commission order requiring it to admit girls.

...

The Court will hear the appeal of a Commission order which found the McKeesport Area School District kept

women in the sex-segregated job classification of 'cleaners' and paid the women less in wages and retirement benefits for doing substantially the same work as men employed as "custodians" — a position closed to women — and thereby violated the Pennsylvania Human Relations Act.

The Commission asked the court to deny the appeal as its 11 days of hearing were on liability, not damages, and determination of the specific amount of back pay due each woman will be made after a separate hearing.

The Commission also ordered the district to reimburse it \$3,324.30 — the cost of certifying the record incident to its appealing the order.

PENNSYLVANIA SUPREME COURT

The court ruled the Commission did not have the power to require answers to written interrogatories (questionnaires) and could only obtain that power through amendment to its law by the Pennsylvania General Assembly in *St. Joe Minerals v. PHRC*, one of the numerous charges initiated by the Commission based on statistical data showing the exclusion and/or underutilization of minorities and women.

...

In January the Commission argued a record number of cases before the court on the same day. Among them were *Lentz v. Graybill*, which dealt with enforcement of consent orders entered into under certain circumstances.

The issues of what constitutes substantial evidence under the Act and whether or not the Commission has the authority to order racial record-keeping for purposes of monitoring compliance were covered in *PHRC v. Van Buren Homes*.

Commission authority to award damages and require racial record-keeping were both issues in *Lee and Yokley v. Walnut Gardens Apartments, Inc.* and *Slappy v. Midland Heights*. The awarding of damages was also the issue in *Cobbs v. Governor's Place Apartments*, *Wilson v. Straw and Thorton v. Zamantakis* — three cases which were originally argued in April, 1974.

PHRC v. Moose Lodge 145 dealt with the awarding of damages for mental anguish, humiliation and embarrassment to two Black youngsters who were prohibited from bowling because of their race and whether or not a children's bowling league operated in and by a private club was distinctly private and, therefore, exempt under the law.

HANDICAP CASES, ON RISE

Discrimination against persons because of handicap or disability became illegal under the Pennsylvania Human Relations Act in the closing days of the 1973-1974 legislative session. The law covers housing, public accommodations and employment, provided that the handicap is non-job-related with respect to employment.

Discrimination against the handicapped is rapidly becoming a significant segment of the Commission's work.

Discrimination because of handicap only or handicap plus another factor was alleged in 14% of the 2,080 complaints filed in the fiscal year ending June 30, 1977, as compared to 10% the previous year. Based on data collected for the first nine months of the current fiscal year, 13% of all new complaints filed by the close of the year will involve handicap issues, thus making handicap discrimination the third largest area of jurisdiction.

Employment allegations accounted for 92% of the handicap charges filed in 1975-1976 and 91% the previous year. It is projected to account for 89% of the 244 cases involving handicap bias anticipated for the current year.

Complaints involving places of public

accommodation appear to be on the rise. Such cases are projected to account for 8% of all handicap charges filed in 1977-1978 as compared to 5% in 1976-1977 and 3% the previous year. Though their numbers may be small, allegations involving access and segregation because of handicap can be counted amongst the most complex charges to investigate and resolve. The projections indicate eight such charges are likely to be upheld by the close of the year, as compared to none for the past two years.

Only seven charges of housing discrimination because of handicap are expected in the current year as compared to 11 in 1976-1977 and 10 the previous year.

The agency anticipates closing 227 handicap cases in 1977-1978 — a 59% increase over the 143 closings in 1976-1977. In 1975, 68 cases involving handicap bias were closed. In 57% of the current year's closings a formal finding is projected — most probably upholding the complaint in 64 cases and not upholding the complaint in 65 cases. This would represent a 73% increase in closings upholding the complaint and a 23% increase in closings not upholding the complaint when compared to the previous year.

Of those cases which appear to be candidates for administrative closing, the projection is for 62 cases to be closed for lack of jurisdiction (a 113% increase over the previous year) and 36 cases to be closed because the complaint was withdrawn by the person who filed the charge (a 57% increase over the previous year).

The Commission is not empowered to process charges of handicap discrimination in employment where the handicap is job-related or any complaint

when the charge is not filed within 90 days after the allegedly illegal act occurred.

As part of its technical assistance program, which is designed to generate significant levels of voluntary compliance with the law, the Commission worked closely with a task force of groups representing the interests of handicapped and disabled persons seeking passage of Senate Bill 94 group home legislation.

Commission Regulations on handicap and disability, approved by the Commission in March, 1978, were submitted to the state Justice Department for review prior to promulgation.

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pa human relations report

SPRING 1978

REPORT

By JOSEPH X. YAFFE
Chairperson

In a report which was highly critical of Abington Township officials and police efforts to protect Black and Jewish residents against acts of terror, the Pennsylvania Human Relations Commission made 28 recommendations for curbing racially and religiously motivated violence in the township. The report was issued March 31, 1978.

The report found that most of the racial incidents reported during three days of investigatory hearing in November were directed against Black residents of Roslyn, a predominantly White section of the Montgomery County township.

Distinctions were drawn between ordinary acts of youthful vandalism and racially motivated acts of vandalism which at times escalated into more insidious acts of violence. Victims testified about cross burnings, the painting of swastikas, assaults and the firing of a bullet into the home of a Black family.

Police investigation of racial violence was found to be inadequate. There was an appalling lack of coordination between police and the Montgomery County District Attorney's office.

Human relations training for police, evaluation of new recruits for sensitivity and empathy for minority victims of crime, and a requirement that the police coordinate with the prosecutor's office in apprehending and prosecuting perpetrators of terrorist acts were among the recommendations.

The Commission recommended revision of the school curricula to focus on communications between pupils of different races, creation of a township housing task force, and an increased number of Black and Jewish school administrators and teachers.

INSIDE NOTES

Two of the Commission's 11 members were nominated for reappointment by Governor Milton J. Shapp and confirmed by the Pennsylvania Senate.

John P. Wisniewski, an analyst and planner from Pittsburgh, was confirmed by a vote of 47-0 on May 23, 1978.

Elizabeth M. Scott was confirmed June 6, 1978, by a vote of 47-0. She was personnel director of KDKA TV in Pittsburgh before assuming her current position as Executive Minister of the University and City Ministries. Their terms expire in 1983.

HIGHER ED ENROLLMENTS

By HOMER C. FLOYD
Executive Director

Black enrollment at medical, dental and law schools declined as a percentage of all students, while enrollment of women increased sharply and Hispanic enrollments reached an acceptable level. Those statistics were revealed in "Problems and Progress of Blacks, Hispanics and Females in Pennsylvania Higher Education," a comparative study of participation rates of these groups between 1976 and 1974.

Conducted by the Commission's Division of Education, the report shows that underrepresentation of minorities and women in certain professional schools is still so significant as to continue to demand a considerable amount of attention from the Commission.

Black enrollment at medical and dental schools declined during the two year period. While there was a slight increase in the number of Black students enrolled at law schools, as a percentage of all law students, Blacks dropped to 4.4% from 4.7%.

While enrollment of women in medical, dental and law schools increased sharply during the same
(Continued on the following page)

period, a significant gap still remains.

Women, who made up 22.2% of medical school enrollments in 1974, increased that percentage to 35.8% in two years. This increase is dramatic in that women, as recently as 1970, were generally less than 10% of any graduating medical school class. The number of women enrolled in law school has also increased substantially, rising from 21.9% to 30.1% in the same period. This increase is likewise significant when compared with enrollment data for women prior to the beginning of this decade. Additionally, women dental students have nearly doubled.

When we compare these figures to availability figures, however, it is the discrepancies which tend to capture our attention. Since women are 50.1% of all high school graduates and 46.4% of all undergraduate students, it is significant to note that they are only 30.1% of all law school students in the same period.

What we are comparing is the percentage of the high school graduate pool which is female to the percentage of the undergraduate pool which is female to the percentage of the law school enrollee pool which is female. We use this particular method because it measures only those women who meet crucial qualifications for admissions. In the first instance, a high school diploma or its equivalent is a standard requirement for admission to undergraduate school. In the second instance, it is the undergraduate degree which is generally required for admission to professional schools — such as law school.

Dramatic enrollment gains in business and management curricula were noted and a modest gain by Blacks in engineering sciences was also identified.

At the undergraduate level Blacks remain underrepresented when compared with recent Black high school graduates. Furthermore, when comparing Black enrollment with the Black college-age school dropout rate, the

rate for Blacks (and Hispanics) is 4-5 times that of Whites. Thus, fuller participation for minorities in higher education depends, in part, upon eliminating the disparate graduation rate between majority and minority high school students.

Women showed marked gains in engineering and noticeable gains in business and management curricula.

In engineering, women enrollees more than doubled. As business and management majors, women make up 26.2% of total students enrolled — compared to 16% in 1974. At the undergraduate level, women showed a moderate improvement in enrollment — from 44.3% to 46.4% of the total students enrolled — at all institutions. The overall finding is that women have made substantial progress in the two-year period.

Although 1976 college enrollments still indicate underrepresentation by women students generally (they are 50.1% of all high school graduates), clearly some of the barriers to higher education based on sex have been overcome. Much remains to be done.

Hispanics made gains at nearly every level, but remained underrepresented at proprietary schools and in business and management curricula in four-year institutions.

A statistical analysis of Hispanic enrollment in post-secondary school revealed that overall enrollment has doubled during the two-year period.

COMPLAINTS SETTLED

Below is a sampling of cases that PHRC closed. This brief account does not name the parties to a complaint which has been conciliated in compliance with a confidentiality provision in the law. However, confidentiality does not apply to cases which reach the public hearing stage.

A complainant who is confined to a wheelchair won her case against an inn which refused to accommodate her... Full and equal consideration for a non-sewing position was won by a complainant from Lykens who charged a knitting mill with discriminatory discharge because of sex (female) and age (49).

The sum of \$3,288.52 in back pay and reinstatement to supervisor in the Loan Accounting Department was won by a Philadelphian who charged discrimination because of sex (female)... A charge of discrimination because of race (Black) and religion (Baptist) was resolved when the complainant's supervisor stopped harassing the complainant. The employer was a state agency.

A charge of discrimination because of handicap was resolved with the individual being reinstated to his former position with uninterrupted seniority benefits and reimbursement in the sum of \$637.68... A Philadelphian's charge of discriminatory discharge because of handicap (diabetes), was resolved with his reinstatement to his cashier's position.

The sum of \$1,063.92 in lost wages, representing six weeks of leave, was paid to a woman who was subjected to the discriminatory pregnancy leave policy of a hospital... A man who charged he was laid off because of his age (46) received \$4,300.00 and became eligible for recall.

A complaint against a university alleging demotion because of sex (female), age (49) and religion (Jewish), was resolved. The position pays \$28,800.00 plus approximately \$6,000.00 in vacation pay... A complaint of refusal to rent because of race (Black) filed by a Pittsburgh woman was resolved after the respondent accepted and approved her application for a three bedroom apartment.

A charge of refusal to promote and discriminatory conditions because of sex (female) was resolved when the complainant's

salary was increased by \$35.00 a week. She received a lump sum settlement of \$3,500.00 and the employer agreed to provide computer training... A case of discriminatory refusal to rent because of handicap (cerebral palsy), was closed when the charge was not established.

A charge of discriminatory conditions because of religion (Wesleyan) was not upheld against a Willow Grove employer... Nor was a charge of discriminatory discharge and conditions because of race (Black) and religion (Islam) against a Carlisle company.

A Pittsburgher's charge of discriminatory discharge because of national origin (Ukrainian-Polish) and age (55) was resolved when the complainant was reemployed as an area supervisor. The position pays approximately \$18,300.00 a year... A charge of discriminatory refusal to hire because of handicap (stunted growth) filed against a Montgomery County company was closed for lack of jurisdiction because the company had less than four employees.

PENNSYLVANIA
DOCKET

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PENNSYLVANIA SUPREME
COURT

Upheld, for the first time, the Commission's authority to order a respondent other than an employer to compensate a complainant for lost earnings when that respondent had engaged in an unlawful discriminatory practice causing the loss to be suffered in **Renoll v. Transit Casualty Insurance**

Company. The court ordered the insurer to pay Ms. Renoll \$11,499.49.

The court upheld the Commission's order which required that back pay plus interest be provided by the insurer. The case involved a woman whose job as a driver for a York trucking company was terminated when insurance coverage for her was withdrawn by the insurer after a minor accident. The insurer had not cancelled coverage for similarly-situated males who had been involved in a minor accident.

. . .

Left standing a lower court ruling which upholds the rights of pregnant women to protection from discrimination under the Pennsylvania Human Relations Act and regulations of the Commission.

The decision affirmed a Commonwealth Court decision upholding an order of the Commission which required that a teacher be compensated for 27 days of sick leave taken due to childbirth.

The ruling in **Anderson v. Upper Bucks County Area Vocational Technical School** means that Pennsylvania law now unquestioningly affords more protection for pregnant women than the comparable federal statute.

. . .

Affirmed a lower court ruling and Commission order in **Speare and Van Buren Homes v. PHRC.**

The Commission order required the respondent to cease and desist from systematically confining Black residents to dwelling units on two streets within the development, comply with a specific tenant transfer plan at its own expense, comply with a specific affirmative action program to remedy the effects of past discrimination, comply with a two-year reporting requirement and keep records on the basis of race.

. . .

Affirmed a lower court holding that the Commission lacked

statutory authority to award payment of damages for mental anguish and humiliation to a victim of illegal discrimination by a respondent in **PHRC v. Zamantakis, PHRC v. Straw and PHRC v. Loyal Order of Moose Lodge No. 145.**

In the Moose decision, the lower court had also upheld the Commission's finding that the bantam bowling league was a place of public accommodation and that its refusal to accept Black applicants violated the PHR Act but said the Commission did not have the authority to order the Moose to continue operation of the league.

. . .

Affirmed a lower court ruling in **PHRC v. St. Andrews Development Company, Inc.** which overturned a Commission order as "unsupported by substantial evidence."

COMMONWEALTH COURT

Upheld the Commission's order in **Richard's v. Township of Millcreek School District** which required the equalization of wages for male and female athletic coaches and reimbursement to an individual complainant for the loss of supplemental wages.

. . .

Denied the Commission's petition to enforce its order in **PHRC v. Mars Community Boys Baseball Association.**

Mars refused to comply with the Commission order which required it to admit girls. The Commission asked the court to require Mars to comply with its order.

The court denied the Commission's application for enforcement because "Section 5 (i) (1) of the Act... does not include sex as an unpermitted reason for denying, refusing or withholding from any person any of the accommodations, advantages, facilities or privileges of any place of public accommodation, resort or amusement."

The Commission will appeal this decision.

CIVIL RIGHTS BRIEFS

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PHRC's Deputy Director, Eusebio S. Inocencio, was voted "MOST OUTSTANDING PILIPINO IN THE DELAWARE VALLEY" by the Delaware Valley Association of Pilipinos. The Deputy Director was honored at a formal dinner dance on May 20, 1978... The preliminary reports of a new study of racism as a factor in determining who gets executed shows that capital punishment is almost always reserved for Blacks who kill Whites. The finding was made in a survey of death sentences in three states which was financed by the Southern Poverty Law Center.

A new bibliography, **The Sexual Barrier**, categorizes 8,000 books, articles, pamphlets and government documents published between 1960 and 1975 on women's issues... As a

result of a suit by the National Committee Against Discrimination in Housing and 10 other groups, the comptroller of the currency plans to collect and analyze data on applications for mortgage at the 47,000 banks that office regulates in order to identify lenders who discriminate.

Copies of the plan of action passed by the National Women's Conference can be obtained by writing to the Office of Public Information, National Commission on the Observance of International Woman's Year, P.O. Box 1567, Washington, D.C. 20013... An Atlanta business person, Jessie Hill, Jr., is the first Black to head a Chamber of Commerce in a major United States city.

Twelve colleges and universities and 37 school districts will be barred by HEW from obtaining federal grants because they failed to sign assurances not to discriminate against women... For information about religious discrimination, write to the National Jewish Commission on Law and Public Affairs (COLPA) at 66 Court Street, Brooklyn, New York 11201.

The Age Discrimination Act of 1975, which goes into effect January 1, 1979, prohibits "unreasonable discrimination on the basis of age in programs or activities receiving federal financial assistance." The law does not define age but simply prohibits discrimination on the basis of age at

any age as long as the discrimination is "unreasonable"... In a 1977 study done by the U.S. Civil Rights Commission, of 114 medical schools surveyed, 28 used age as an explicit entrance criteria.

Attorney Robert S. Mirin of Pittsburgh has been appointed General Counsel by the Commission... A task force is being named to work on eliminating sex discrimination from the regulations of the Farmers Home Administration.

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PENNSYLVANIA

Human Relations Report

SUMMER 1981

HARRISBURG, PENNSYLVANIA

Report Issued on Investigatory Hearing

The Commission has issued a strong set of recommendations to protect Black persons from terroristic acts of violence and other forms of harassment when they attempt to move into Eastern Delaware County.

The recommendations, directed particularly to elected officials and police in Upper Darby Township, are contained in a report published in April on the investigatory hearing held by the Commission last October in Yeadon and Upper Darby.

Based on testimony of 22 witnesses, including public officials and police, the Commission issued four findings of fact and seven recommendations designed to protect Black persons who seek homes in the eastern part of Delaware County, adjoining the City of Philadelphia.

The Commission's findings of fact are that:

1 - Terroristic acts of violence and other serious forms of harassment have been experienced by many Black persons, solely because of their race, when they attempted to move into or reside peaceably in Eastern Delaware County.

2 - Elected officials and police authorities, particularly in Upper Darby, do not exhibit the sense of urgency that is properly demanded by existing problems of racial tension.

3 - Activities of some real estate agents, particularly the steering of Blacks into Yeadon, have operated to perpetuate the overall patterns of residential segregation existing in Eastern Delaware County.

4 - Continued involvement by community groups and concerned clergy is necessary to control and ultimately eliminate racial tensions in Eastern Delaware County.

Recommendations of the Commission are directed to municipal officials, law enforcement officials, real estate brokers and salespeople, religious institutions, educators,



Chairperson Joseph X. Yaffe answers a question at the news conference at which the Commission released its report and recommendations from the investigatory hearing in Eastern Delaware County. From left to right are Commissioner Benjamin S. Loewenstein, Chairperson Yaffe, Executive Director Homer C. Floyd, Benjamin G. Lipman, Assistant General Counsel, and Sandra Holman Bacote, Director of the Commission's Philadelphia Regional Office.

legislators, and to state and federal agencies.

The Commission recommended that Yeadon and Upper Darby each establish a broad-based human rights organization to provide support to Black families who have been victimized or who may be victimized by racial harassment. These organizations must include local officials and police, but a majority of members must be community leaders, real estate spokespersons and ordinary citizens.

To improve police protection for Blacks moving into Eastern Delaware County, the Commission recommended that elected officials and police in Yeadon and Upper Darby and the Delaware County District Attorney work together to apprehend, arrest and prosecute persons who engage in racially motivated harassment, threats, intimidation and terrorism.

The Commission also recommended that police in Yeadon and Upper Darby request assistance in solving racial tension problems from such agencies as the Office of the Pennsylvania

see REPORT, page 4

Turnaround Follows Hearing

Reports issued by the Commission following its investigatory hearings into the causes of tension are not immediately popular with all segments of the communities involved. But once the problems are aired, the recommendations do receive serious consideration in most quarters and are usually implemented in one form or another.

A report similar to the one recently announced in Eastern Delaware County (see adjoining story) was issued in Abington Township following the Commission's investigatory hearing there in November of 1977. Three and one-half years later, the Philadelphia Inquirer featured a front page article on the positive turnaround in the attitudes of citizens and officials there.

The newspaper compared the outrage of neighbors and the positive reactions of officials after a recent incident of racial harassment and property damage, with the laissez faire attitudes reported to prevail prior to the

Looking at Complaints Settled by PHRC. . .

The staff of the Pennsylvania Human Relations Commission works daily throughout the State to resolve complaints by conference, conciliation and persuasion, seeking remedies for citizens who have been aggrieved by unlawful discriminatory acts and providing the basis for dismissal of complaints where there were no law violations. The following is a synopsis of the remedies obtained in cases closed recently. Parties to the complaints are not identified in keeping with confidentiality provisions of the law. This confidentiality does not apply, however, to cases which go on to public hearings for their resolution.

A part-time employee at a Philadelphia supermarket who filed a complaint that she was terminated because of her race, Black, is now back on the job and has received a letter of apology from her employer.

In three separate race discrimination cases: A Black municipal worker had his disciplinary suspension revoked,

was reimbursed for five days pay and had his record expunged of material relating to the incident; a Black steelworker had his suspension reduced from five to four days, and a Black worker's suspension at another plant was changed from five to three days.

A young Black doctor's career future is much brighter now that he has received full credit for the 1980-81 period in a hospital's resident training program following his complaint of racial discrimination. The hospital also provided a supportive letter for the doctor to utilize with his applications for further medical training programs.

A Philadelphia woman is back at her job as a housekeeper following her complaint that she was terminated because of her race, Black. She returned at the same salary, with no loss of seniority or other benefits, and was paid \$690 back pay for the time she was out of work.

A kindergarten teacher in Eastern Pennsylvania has received a \$45,000 settlement and reinstatement as a conclusion to a private court action. She had initially filed a complaint of sex discrimination charging that she was dismissed and denied temporary disability benefits during her pregnancy.

A retired truck driver in the Philadelphia area has been awarded a \$50 increase in his monthly pension as settlement of a complaint of race discrimination in a demotion prior to his retirement. . . An interracial couple in South Central Pennsylvania settled a complaint of racial discrimination when their former landlord changed his mind and returned their \$400 security deposit.

In Pittsburgh, a worker has been "grounded" as settlement of his complaint. The man charged that he was laid off and his employer refused to recall him because he has acrophobia (fear of heights). He is now back to work on a ground level job.

A police officer was reinstated and awarded \$8,000 in back wages and benefits following his complaint that he was unlawfully terminated because he has diabetes, a non-job related handicap. . . A security guard is back on the job with \$700 back pay settling his complaint that he was discharged because of a past period of mental illness.

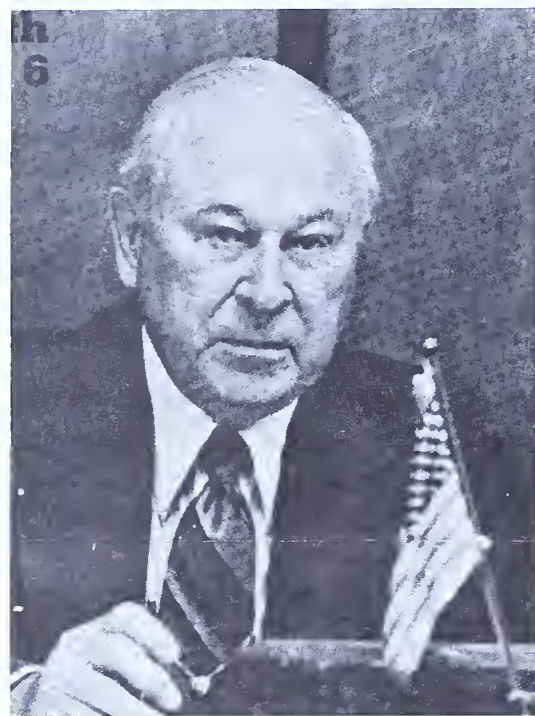
A musician is again playing with a metropolitan orchestra following his

complaint that he was not being called for engagements because he had suffered a cardio-vascular accident, a handicap which does not interfere with his musical abilities.

A Pittsburgh area woman's complaint that she was denied proper training and subsequently discharged from her clerical job in a hospital because of her race, Black, was settled when she was reinstated and included in a technical training program. . . A stockhandler's complaint against his former employer was settled after an investigation showed that his race (Black) was a factor in his termination. The complainant accepted the employer's payment of \$8,000 to compensate for his period of unemployment . . . In separate and unrelated cases, three truck drivers were successful in winning back their jobs after registering complaints that they were let go because of their race (Black) . . . A mid-state nurse's complaint that she lost her job because of her interracial marriage was closed when she accepted a settlement of more than \$1,000 from her former employer.

A college student reported to the Commission that he was not allowed to try out for a role in a school play because of his race (Black). As a result, the college has issued firm instructions that auditions shall not be limited by race, except for roles which are specifically race-related (such as the role of a 19th century plantation owner) . . . A Western Pennsylvania woman's charge that her landlord was trying to evict her because of her race (Black) was resolved when her lease was renewed.

A mother gave her young daughter a lesson in her rights under the law by filing a complaint on the youngster's behalf after she was denied an opportunity to try out for a community baseball team. The mother's point was made and the case resolved when the baseball association's by-laws were amended to include girls, and her daughter received an invitation to participate in next season's tryouts . . . And Pennsylvania mothers look out for their sons, too. A woman filed a complaint of sex discrimination on behalf of her minor son which won him the right to apply for an after-school job with a retailer who formerly accepted applications only from female students.



Everett E. Smith

Everett E. Smith of Wyomissing, whose term of office has expired, leaves the Pennsylvania Human Relations Commission after 15 years of service. He was a Commissioner from June 1966 to June 1981, and served as Chairperson from July 1970 to January 1974.

Executive Director Homer C. Floyd said, "A great deal of the advancement of civil rights in the State and improvements in the Agency are directly attributable to Commissioner Smith's interest and dedication to our work."

Award Settles Class-Action Case

Twenty-one Pittsburgh area women are sharing more than \$194,000 paid by the General Electric Corporation (GE) in settlement of a major sex discrimination complaint handled by the Commission.

Three of the women initiated the case by filing a class-action complaint with the Commission, charging that female employees were laid off when GE closed the coil department at its apparatus service shop in West Mifflin, while male employees affected by the closing were given jobs in other departments.

The Commission ruled that GE had violated the sex provisions of the Pennsylvania Human Relations Act and ordered payment of back wages.

When negotiations on the amount of back pay became stalemated, one of the women filed suit in the U.S. District Court for Western Pennsylvania. As a result, 18 of the women received checks ranging from \$527 to \$22,830 under terms of a consent decree adopted by the Court. Three other women shared \$18,000 in a separate settlement with GE prior to the federal court action.

In addition to the cash awards, the court-approved settlement also provided that GE would offer the affected women reemployment or recall rights in the same positions offered to the men who were reassigned, and make appropriate adjustments to their seniority and retirement benefits.

Guidelines for Affirmative Action

The situation: A company — noting the scarcity of minorities and women in its workforce — would like to initiate an affirmative action plan, but hesitates for fear of being charged with so-called "reverse discrimination."

The Commission has provided an answer to this problem. It takes the form of Employment Affirmative Action Guidelines published in the Pennsylvania Bulletin of May 16, 1981.

These Guidelines explain to employers, employment agencies and labor unions that if a voluntary affirmative action plan is carried out according to criteria set forth in the

New Commissioners are Confirmed



Thomas L. McGill, Jr.

Thomas L. McGill, Jr., of Philadelphia, and Rita Clark of Johnstown have been confirmed by the Senate as Commissioners of the Pennsylvania Human Relations Commission.

Mr. McGill is an attorney in private practice in Philadelphia, a partner in the firm of Clark and McGill. He was formerly associated with Attorney, now Judge, Eugene H. Clarke, Jr., of Philadelphia. He also formerly served as an administrative aide to Mayor Kenneth Gibson in Newark, N. J.

Mr. McGill is a graduate of Lincoln University and also studied at Temple and Yale. He received his M.A. in Urban Studies from Occidental College and his law degree from Notre Dame University.

Ms. Clark, a former schoolteacher, is associated with Clark's Dairy Store in



Rita Clark

Johnstown. In 1973 she became the first woman to be elected to Johnstown City Council and was reelected in 1977. She was a member of the Pennsylvania General Assembly in 1979-80, representing the 71st Legislative District.

Ms. Clark currently serves on the Pennsylvania Commission for Women. She is a graduate of Lock Haven State College and also studied at the College of St. Francis in Joliet, Illinois, and the University of Pittsburgh's Johnstown Campus.

Dr. Robert Johnson Smith of Elkins Park has been confirmed for another five-year term with the Commission. He began his service with the Commission in 1965. Dr. Smith is pastor of the Salem Baptist Church in Jenkintown.

Guidelines, the plan will comply with the Pennsylvania Human Relations Act, and will protect against possible charges of discrimination.

The Employment Affirmative Action Guidelines of the Pennsylvania Commission are very similar to those promulgated by the U. S. Equal Employment Opportunity Commission. However, an additional protected class under Pennsylvania law is composed of individuals with non-job related handicaps and disabilities.

A copy of the Guidelines may be secured by writing to: Pennsylvania Human Relations Commission, 101 S. Second Street, Suite 300, Harrisburg, Pennsylvania 17101.

Changes Set for Procedural Regs

The authority to close cases and approve public hearings would be delegated from the Commission to the Executive Director by proposed amendments to the Commission's "Procedural Regulations" (Title 16, Pennsylvania Code, Chapter 42).

Currently the Commissioners close cases and approve public hearings only at the monthly Commission meetings. The proposed changes would eliminate unnecessary delay in case processing which sometimes has an adverse impact on the parties involved.

Joseph X. Yaffe Receives Award

Commission Chairperson Joseph X. Yaffe was recently presented a Bronze Medallion Award by the Chapel of Four Chaplains in Philadelphia.

The Bronze Medallion is given in recognition of service to all people regardless of race or faith, according to Dr. Walter H. White, Chaplain at the interfaith memorial. In accepting the award, Mr. Yaffe noted that, "the hard work and dedication of the (Pennsylvania Human Relations) Commissioners is a constant source of inspiration for my own efforts."

The Chapel is a memorial to four military chaplains — one Roman Catholic, one Jewish, and two Protestant — who sacrificed their own lives by giving up their lifejackets to save others when the Troopship S. S. Dorchester was torpedoed and sunk in the North Atlantic during World War II.

Systemic Unit has New Name

Systemic Enforcement Division is the new designation for what was formerly known as the Commission's Affirmative Enforcement Division.

Originally, the concept was inaugurated as a Commission "project," but attained status as a division several years ago.

The Division's Director, Brenda J. Hamer, Esq., said the new name was selected because it more clearly indicates the division's role in enforcing the Pennsylvania Human Relations Act in cases of systemic discrimination.

REPORT, from page 1

Attorney General, the Community Relations Service of the U.S. Justice Department, the Federal Bureau of Investigation, the Pennsylvania Department of Community Affairs, the Pennsylvania State Police and the Pennsylvania Human Relations Commission.

Yeadon and Upper Darby, which had no Black police officers at the time of the investigatory hearing, were strongly urged by the Commission to develop and implement affirmative action hiring programs to add Blacks to their police forces, and to establish criteria for recruiting and appointing new police to include applicant sensitivity and empathy in dealing with minority victims of crime.

The Commission also recommended that both the state and Delaware County consider adopting legislation and appropriating funds to compensate victims of racially motivated crimes.

One of the major points made by the Commission in its report is that racially motivated assaults and threats must be considered acts of terrorism. The report catalogs some of the acts that threatened serious physical injury, and labeled these attacks as "monstrous and obscene assaults on the mind and spirit." The Commission said there also were some acts which in a different context might be characterized as vandalism, but said that to the extent that "vandalism" connotes something trivial, of momentary nuisance or inconvenience, the Commission "categorically rejects the use of that term in describing acts which were directed at Black families merely because of their status as Blacks."

93 QUALIFY FOR PHRC POSITIONS

For the first time in ten years, applicants for employment with the Commission as Human Relations Representatives I and II are being administered written and oral civil service examinations. The previous civil service examination was abolished in 1971 because it was invalid.

The initial list of qualified applicants under the revised procedure includes the names and rankings of 93 people who passed the written and oral tests.

PENNSYLVANIA HUMAN RELATIONS REPORT

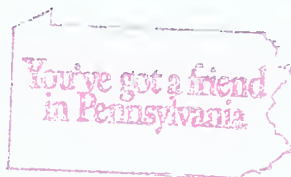
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